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ABSTRACT

This study, which analyzes employment patterns of women and minorities in 23 Standard Metropolitan Statistical Areas (SMSAs), is based on reports (required by the EEOC--Equal Employment Opportunity Commission) from private employers (EEO-1 Reports) and State and local governments (EEO-4 Reports). For each SMSA, EEO-1 data are presented for 1970 and 1974 and EEO-4 data for 1974. All profiles analyze the employment status of women, 19 the status of blacks, 11 the status of Hispanics, and 1 the employment status of Asian Americans. (Criteria for selecting the 23 areas included large populations--at least 340,000 persons, significant incidence of one or more minorities, and geographic dispersion.) The 23 SMSA profiles included are for the following cities: Atlanta, Georgia; Baltimore, Maryland; Birmingham, Alabama; Chicago, Illinois; Cincinnati, Ohio-Kentucky-Indiana; Cleveland, Ohio; Detroit, Michigan; El Paso, Texas; Fresno, California; Houston, Texas; Los Angeles-Long Beach, California; Memphis, Tennessee-Arkansas-Mississippi; Miami, Florida; Mobile, Alabama; New Orleans, Louisiana; New York, New York-New Jersey; Newark, New Jersey; Norfolk-Virginia Beach-Portsmouth, Virginia-North Carolina; Philadelphia, Pennsylvania-New Jersey; St. Louis, Missouri-Illinois; San Antonio, Texas; San Jose, California; and Tucson, Arizona. The appendix contains a definition of terms and description of the EEO-1 and EEO-4 surveys. (HD)

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EMPLOYMENT PROFILES OF WOMEN AND MINORITIES IN 23 METROPOLITAN AREAS
1974

Research Report No. 49
1976

CE 011 562

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CONTENTS

Page

Introduction. 1

Standard Metropolitan Statistical Area (SMSA) Profiles

Atlanta, Georgia 5
Baltimore, Maryland. 18
Birmingham, Alabama. 30
Chicago, Illinois. 43
Cincinnati, Ohio-Kentucky-Indiana. 56
Cleveland, Ohio. 69
Detroit, Michigan. 81
El Paso, Texas 94
Fresno, California 109
Houston, Texas .121
Los Angeles-Long Beach, California 134
Memphis, Tennessee-Arkansas-Mississippi. 148
Miami, Florida .159
Mobile, Alabama. 174
New Orleans, Louisiana 187
New York, New York-New Jersey. 198
Newark, New Jersey 212
Norfolk-Virginia Beach-Portsmouth, Virginia-North Carolina 227
Philadelphia, Pennsylvania-New Jersey. 241
St. Louis, Missouri-Illinois 253
San Antonio, Texas 266
San Jose, California 279
Tucson, Arizona. 294

Appendix A: Definitions of Terms 307
Appendix B: Description of the EEO-1 and EEO-4 Surveys. 311

INTRODUCTION

The Equal Employment Opportunity Commission (EEOC) administers Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, which prohibits employment discrimination on the basis of race, color, religion, sex, and national origin.

EEOC is empowered by Title VII to require employers, employment agencies, and labor organizations subject to the Act to make such reports as are necessary or appropriate for its enforcement. These reports are the only source of current, comprehensive statistical information on the employment of minorities and women by occupational categories for Federal Regions, States and smaller geographical areas, and for numerically small minority groups (Asian Americans and American Indians).

This study, which analyzes employment patterns of women and minorities in 23 Standard Metropolitan Statistical Areas (SMSA's), is based on reports from private employers (EEO-1 Reports) and State and local governments (EEO-4 Reports). 1/ For each SMSA, EEO-1 data are presented for 1970 and 1974 and EEO-4 data for 1974. All profiles analyze the employment status of women, 19 the status of blacks, 11 the status of Hispanics, and one the employment status of Asian Americans.

Criteria for selecting the 23 areas included large populations (at least 350,000 persons), significant incidence of one or more minorities, and geographic dispersion. Combined, the 23 SMSA's profiled cover more than one-fourth of the total population of the United States, and more than 55 percent of the nation's minority population. It should be noted that black populations are usually concentrated in higher proportions in the central or core cities of SMSA's than in entire SMSA's. Therefore, central city employment patterns of blacks may be obscured by SMSA patterns.

1/ The EEO-1 and EEO-4 surveys are described in Appendix B.

The standards against which employment participation of women and minorities were measured were their respective incidences in an area's civilian labor force. The 23 SMSA's combined have a labor force which is about 23 percent minority. Nationally, minorities comprise 15 percent of the labor force. Blacks and persons of Hispanic origin are represented in the combined labor force of the 23 areas at rates substantially above their incidence in the national labor force; blacks at 15 percent compared with their national rate of 10 percent, persons of Hispanic origin at 6 percent compared with 4 percent. Other minority groups are represented at approximately their national rates. (See table on following page.)

There were common threads running through most of the SMSA's. Women more often than not held less than their fair share of both public and private sector jobs. In several areas, this underrepresentation was substantial. State and local governments in most of the 11 SMSA's with sizeable Hispanic populations employed fewer Hispanics than the Hispanic labor force levels would warrant. Blacks found employment in government at rates well above their labor force levels in almost half of the 19 SMSA's, and in no area at a lower rate. Their participation rates in the surveyed private sector also, in most cases, matched their labor force rates.

None of the employee groups found equal treatment where occupational patterns were concerned. In all of the SMSA's, women and minorities were underutilized in those occupations considered desirable in terms of relatively high pay, decision-making responsibility, or chance for advancement. Particularly glaring was the absence of blacks and Hispanics from professional and protective service (police and firefighters) jobs, of women from craft and protective service jobs, and of all groups from managerial positions. The only exception to this pattern of underutilization was the professional category in State and local government, where higher proportions of women than men were employed in all but one SMSA. In every area, however, female professionals in government earned less than their male counterparts. Given the salary disparity, the professional category was evidently not immune from inequitable job practices.

Civilian Labor Force of 23 Selected SMSA's, by Race and Sex, 1970

	Total	Percent of Total				
		Minorities				Women
SMSA		All	Black	Hispanic	Other	
Total, 23 SMSA's	22,493,000	22.9	15.2	6.4	1.2	38.6
Atlanta	689,000	21.2	20.3	.8	.2	40.2
Baltimore	840,000	23.2	22.0	.8	.4	38.9
Birmingham	290,000	25.1	24.7	.3	.1	37.7
Chicago	2,954,000	20.0	14.9	4.1	1.0	38.7
Cincinnati	544,000	11.1	10.3	.5	.3	37.5
Cleveland	859,000	16.3	14.9	.9	.5	37.6
Detroit	1,750,000	17.9	16.3	1.2	.5	35.5
El Paso	113,000	58.4	2.0	55.6	.8	39.5
Fresno	151,000	26.5	3.6	19.7	3.2	35.9
Houston	827,000	27.7	18.2	9.0	.6	36.3
Los Angeles-Long Beach	3,014,000	29.1	9.5	15.9	3.7	39.0
Memphis	315,000	32.5	31.8	.5	.2	40.5
Miami	533,000	40.0	14.0	25.6	.4	41.5
Mobile	134,000	26.1	25.2	.7	.3	36.5
New Orleans	388,000	31.3	26.9	4.2	.3	37.4
New York	4,219,000	23.1	16.0	5.6	1.6	40.1
Newark	875,000	17.4	15.6	1.3	.6	38.8
Norfolk-Virginia Beach	233,000	28.3	27.1	.7	.5	40.0
Philadelphia	1,950,000	17.4	16.3	.6	.5	38.2
St. Louis	962,000	14.8	13.6	.8	.3	38.5
San Antonio	298,000	48.5	6.6	41.2	.7	39.5
San Jose	434,000	20.4	1.6	14.9	3.9	36.9
Tucson	122,000	25.4	2.5	20.9	2.0	37.4

Women and minorities were concentrated in low-paid or dead-end occupations. For minorities this usually meant employment as operatives, laborers, service/maintenance workers or para-professionals; for women, employment as clericals or para-professionals. Black and Hispanic women were also often found in service/maintenance jobs.

These 23 area profiles chronicle a continuing, uniform tale of unequal treatment of women and minorities. There were some bright spots. As mentioned above, blacks in most of the SMSA's were employed at rates commensurate with their labor force incidence (although not in equitable job patterns). Between 1970 and 1974, in the surveyed private sectors of a majority of the areas, all groups to some extent improved their participation in the higher paying occupations. Improvements were, however, too slight to indicate meaningful progress toward the goal of equal employment.

ATLANTA, GEORGIA

Summary of Findings

*** Progress was uneven in equal employment opportunities for blacks and women in the Atlanta SMSA during the first half of the seventies. Although shares of total employment expanded for both groups, old barriers to non-traditional occupations were still operative, resulting in substantial concentrations in low-pay, sterotypical jobs.

*** While women's share of total surveyed private employment increased between 1970 and 1974, it remained below their incidence in the area's civilian labor force. Women were most often found in clerical jobs; few were employed as officials, managers or skilled craft workers. Black women in particular were excluded from the top-paying managerial and professional posts.

*** Women were well represented overall in surveyed public sector employment, but were underrepresented in most of the occupations. They held especially low proportions of employment in the well-paying administrator, protective service, and skilled craft categories.

*** By 1974 blacks' share of employment was above their incidence in the area's civilian labor force in both surveyed private and State and local government employment. Nevertheless, in private industry blacks were concentrated in three low-paying occupations--operative, laborer and service--and in public employment were employed mainly in service/maintenance, clerical, and para-professional jobs.

*** In both the private and public sectors blacks encountered substantial barriers to employment in the skilled and decision-level jobs and, in the public sector, even to the better paid of the service/maintenance jobs.

As a result of their relegation to the less well paying occupations and functions of government, median salaries of blacks and women in State and local government were lower than those of men and whites, respectively.

Area Characteristics

The Atlanta SMSA is composed of 15 counties whose economic and geographic center is the city of Atlanta. The SMSA dominates economic activity in Georgia and much of the Southeastern part of the country. The city of Atlanta is the capital of the State of Georgia and a regional headquarters for the Federal government.

The SMSA's population was estimated at 1.8 million in 1974, an 11 percent increase since the 1970 Census. Blacks were 22 percent of the SMSA's population in 1970, outnumbering all ther minority groups. In the central city, they constituted more than half the population.

Table 1. Population in the Atlanta SMSA and the City of Atlanta by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	1,597,800	100.0
Black	347,700	21.8
Other minorities	17,900	1.1
City of Atlanta		
Total	497,000	100.0
Black	255,100	51.3
Other minorities	6,500	1.3

Source: Bureau of the Census.

Atlanta's economy was fairly well diversified, although, according to 1974 Department of Labor figures, it was particularly dependent on trade and service industries. About 45 percent of all employees were in those fields. A low 17 percent of all employees were in manufacturing, with transportation equipment, food products, apparel, printing and publishing, and textile mill products dominating employment. Government employed 15 percent of the area workers, most of whom (78 percent) were on the payrolls of State and local governments.

Employment of Women and Minorities in the Private Sector

Participation rates of both blacks and women in EEOC-surveyed employment improved between 1970 and 1974. Women's shares expanded in all occupations except sales, and blacks' shares expanded in all job categories except laborers and service workers. (See table 3.) These statistics are based on EEO-1 reports from nearly 2,000 establishments (1,000 companies) employing 396,000 persons. The reports covered an estimated 60 percent of total private, non-farm employment in the area.

Growth in employment for women between 1970 and 1974 was highest in service (89 percent) and officials and managers jobs (77 percent). Unfortunately, this meant only that women were more than half of the low-paid service workers by 1974, and very few of the top-paying managers. The number of skilled craft jobs decreased by 8 percent between 1970 and 1974, but the number of female craftworkers increased by 28 percent. However, women remained grossly underrepresented in that high-pay category. By 1974, black women in private employment had reached their incidence in the labor force. Their highest percentage increase was in officials and managers (230 percent between 1970 and 1974), though black women filled only 1 percent of all managerial positions in 1974.

Between 1970 and 1974, black participation increased in most job categories. Nevertheless, the employment situation in the private sector reflected continued discrimination in employing blacks at high levels. Black employees comprised only 5 percent each of the categories of managers and professionals. Blacks' participation as blue-collar and service workers, on the other hand, was very high. Their participation rates in operative, laborer and service worker jobs were 35, 48, and 47 percent, respectively, in 1974, rates much higher than their 20 percent labor force rate in the area.

Unemployment rates in the Atlanta area generally have been below national rates. Between 1971 and 1974 unemployment rates in the Atlanta SMSA averaged 4.1 percent, while the national rate averaged 5.5 percent for the same time period. In 1975, however, unemployment rates in both Atlanta and the nation shifted from moderate to substantial. The rate for Atlanta increased to 9 percent and for the United States to 8.5 percent.

Civilian Labor Force and Surveyed Employment

Women were 40 percent of the area's 1974 civilian labor force. Their representation in State and local government employment was slightly higher (43 percent) and in the private sector surveyed by EEOC, slightly lower (38 percent).

Blacks participated in both sectors at rates above their representation in the area's 1974 civilian labor force. In terms of quality of employment, however, blacks were far below parity in the Atlanta SMSA; their status and women's, is detailed in the following sections.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor and in EEOC Surveyed Employment, Atlanta SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	59.6	94.0
Total: Number	851,000	396,000	52,000
Percent	100.0	100.0	100.0
All women	40.2	37.8	43.2
Blacks	20.3	21.7	27.4
Women	9.7	9.6	12.8
Other minorities	1.0	1.3	.4
Women	.4	.6	.2

Source: State of Georgia Department of Labor and Equal Employment Opportunity Commission 1974.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Atlanta SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	322,471	31,085	21,231	9,621	33,749	66,435	44,515	67,731	26,631	21,473
	74	395,628	44,458	25,553	13,174	54,233	74,495	40,991	75,928	30,307	36,489
Men	70	66.0	88.2	83.8	77.1	58.5	24.8	95.4	75.3	71.8	53.6
	74	62.2	85.4	79.6	74.9	60.1	18.6	93.5	72.3	67.6	48.5
Women	70	34.0	11.8	16.2	22.9	41.5	75.2	4.6	24.7	28.2	46.4
	74	37.8	14.6	20.4	25.1	39.9	81.4	6.5	27.7	32.4	51.5
White	70	80.9	97.1	96.3	88.6	91.7	88.9	91.1	73.3	43.8	45.3
	74	77.0	94.1	93.4	87.9	88.7	82.5	87.5	63.6	50.5	50.4
Men	70	54.1	85.9	81.5	72.6	54.8	22.2	87.7	55.8	30.1	25.4
	74	49.4	80.9	75.0	68.2	54.6	15.6	82.4	49.2	33.5	23.6
Women	70	26.7	11.2	14.8	16.0	36.9	66.7	3.4	17.5	13.8	19.9
	74	27.7	13.2	18.4	19.7	34.1	66.9	5.2	14.4	17.0	26.8
Black	70	18.7	2.6	3.1	10.5	7.9	10.6	8.6	26.5	55.5	54.1
	74	21.7	5.0	5.0	11.0	10.1	16.4	11.5	34.9	48.1	47.2
Men	70	11.6	2.0	1.7	3.8	3.4	2.4	7.4	19.4	41.1	27.8
	74	12.0	3.7	3.4	5.9	4.6	2.7	10.3	22.4	33.0	23.4
Women	70	7.1	.6	1.4	6.7	4.5	8.2	1.2	7.1	14.4	26.3
	74	9.6	1.3	1.6	5.1	5.4	13.7	1.2	12.6	15.1	23.8

Women in Atlanta's surveyed private sector worked primarily in office/clerical jobs (41 of every 100). In contrast, only 6 of every 100 men were employed as office/clericals. (See table 4.) Four of every ten men were employed in professional, official and manager, and craft worker jobs, while only one of every ten women found work in these three occupations. The occupational distribution of black women showed a high incidence of employment in low-pay, low-skill positions. Nearly six of every ten black women worked as operatives, laborers or service workers. Another three of every ten were office/clerical jobs, although the percentage of black women in those comparatively low pay positions was nearly 19 percentage points below the corresponding rate for white women.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Ethnic Group, Atlanta SMSA 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	395,628	245,986	149,642	304,737	85,745
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	11.2	15.4	4.3	13.7	2.6
Professionals	6.5	8.3	3.5	7.8	1.5
Technicians	3.3	4.0	2.2	3.8	1.7
Sales workers	13.7	13.2	14.5	15.8	6.4
Office/clerical workers	18.8	5.6	40.5	20.2	14.2
Craft workers	10.4	15.6	1.8	11.8	5.5
Operatives	19.2	22.3	14.1	15.8	30.9
Laborers	7.7	8.3	6.6	5.0	17.0
Service workers	9.2	7.2	12.6	6.0	20.1

Blacks, whether white-collar, blue-collar or service workers, were usually in lower paying jobs than whites. Of every 100 whites in white-collar employment, 35 worked as either officials and managers or professionals (16 of every 100 blacks). In blue-collar employment, 36 of every 100 whites were craft workers (10 of every 100 blacks). Only 6 percent of of the whites were employed as service workers, compared with 29 percent of the blacks.

Among the ten industries in the area with the largest surveyed employment, women experienced their highest participation rates in three generally low-earnings industries, general merchandise stores (64 percent), communications, (55 percent), and insurance (53 percent). Some 76 percent of all women employed in general merchandise stores worked as sales or clerical workers. In communications and insurance, 78-79 percent of all women employees were clerical workers (this category includes telephone operators). In the remaining industries, women were underrepresented compared to their incidence in the labor force. Their lowest rate (7 percent) occurred in the high-earnings transportation equipment industry.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Ethnic Group, Atlanta SMSA, 1974

Industry	Total Employment	Participation Rates	
		Women	Black
Total, all industries	395,600	37.8	21.7
General merchandise stores	32,700	63.5	20.8
Transportation equipment	24,500	7.3	16.8
Business services	23,200	36.2	30.3
Transportation by air	19,500	26.8	9.8
Trucking and warehousing	18,900	20.3	20.5
Food stores	18,200	37.2	15.8
Wholesale trade-durable goods	17,900	23.5	13.6
Communication	17,900	55.4	15.0
Food and kindred products	16,700	31.9	26.9
Insurance	15,200	52.7	21.6

Blacks' highest participation rates were in two industries with low average earnings, business services (30 percent) and food products (27 percent). In business services, three-fourths of the black employees were service workers, in contrast to only one-fourth of the whites.

In food products, more than twice the proportion of blacks as whites (77 compared with 38 percent) were in the three lower paying occupations--operative, laborer, and service worker. Blacks' lowest share of employment (10 percent) was in the air transportation industry. Other industries where blacks were underrepresented included the high-earnings wholesale trade (durables) and transportation equipment industries.

Employment of Women and Minorities in State and Local Government

While minorities and women worked in Atlanta's public sector (State and local government, excluding education) at a rate higher than their incidence in the labor force, they held disproportionately large shares of the low-pay, low-skill jobs. This information is based on data from 1974 EEO-4 reports of 39 jurisdictions in the Atlanta SMSA, covering 94 percent of the area's total State and local government employment.

Surveyed government employment was 43 percent female. Women represented a much larger segment of the 2,586 other than full-time (part-time and/or temporary) employees (55 compared with 42 percent, respectively). Blacks were 27 percent of all State and local government employees, maintaining approximately the same percentage in both types of employment.

Women represented high proportions of employment in hospitals/sanatoriums and health, two low-paying functions in State and local governments. In general, their participation was high in functions employing a large proportion of white-collar workers (e.g., financial administration, health, hospitals), rather than in those employing a high proportion of service/maintenance and/or protective service workers (e.g., fire and police protection, utilities and transportation).

The two functions in which blacks' participation rates were highest--sanitation/sewage and housing--offered distinctly different employment opportunities. In sanitation and sewage, blacks were 73 percent of the poorly paid service/maintenance workers, and were only 10 percent of employees in the top-paying administrator and professional jobs. In housing (total employment in housing represented 2 percent of all State and local employment) blacks were well dispersed, with over 60 percent of their employment in six of the eight job categories, including the administrator and professional categories. Blacks were underrepresented in the protective

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Ethnic Group, Atlanta SMSA, 1974

Function	All Employees Median Annual Salaries	All Employees Number	Participation Rates Women	Participation Rates Black
Total	8,386	47,040	42.0	27.2
Hospitals and sanatoriums	6,910	10,053	75.2	41.5
Financial administration	8,465	7,938	57.1	13.3
Police protection	9,882	4,776	17.6	11.9
Streets and highways	8,516	4,260	10.5	19.7
Utilities and transportation	10,287	3,942	8.5	35.5
Health	8,034	3,368	67.5	18.6
Sanitation and sewage	7,577	2,633	1.5	62.0
Fire protection	10,590	2,411	1.2	11.8
Corrections	8,362	1,451	26.9	22.1
Housing	8,588	1,079	34.0	68.3
Other 1/	N/A	3,021	57.2	22.8

1/ Other includes: public welfare, community development, natural resources, employment security and other miscellaneous functions.

service functions (police and fire) and the white-collar financial administration function. In utilities and transportation, where the median salary was a moderately high $10,300, their share of employment was 36 percent, but four of every five blacks were in the service/maintenance category (which includes such diverse occupations as bus drivers and laborers), compared with two of every five whites. The median annual salaries for blacks in those jobs and overall in the utilities and transportation function were $900 below the medians for whites.

State and local government's two lowest paying occupations, para-professional and office/clerical were dominated by women. Women also were well represented in the professional category, but there earned a median salary $2,000 a year lower than their male colleagues. Women were underrepresented according to their proportion of the area's labor force (40 percent) in all other occupations. Black women, though well represented overall, were underrepresented compared with their incidence in the labor force (10 percent) in the four top-paying occupations (administrators, professionals, protective service and skilled craft).

Table 7. Participation Rates of Full-Time Employees in State And Local Government by Occupation, Sex and Ethnic Group, Atlanta SMSA 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	47,040	100.0	72.4	27.2	42.0	28.9	12.9
Officials/administrators	1,693	100.0	89.0	10.7	18.8	16.2	2.5
Professionals	9,802	100.0	86.8	12.3	45.6	36.2	9.0
Technicians	4,772	100.0	79.0	20.5	37.2	21.6	15.3
Protective service	6,268	100.0	84.3	15.5	6.7	4.9	1.8
Para-professionals	3,083	100.0	62.5	37.3	69.6	41.0	28.4
Office/clerical	9,680	100.0	77.6	22.1	88.4	68.5	19.6
Skilled craft	2,809	100.0	77.4	22.2	4.0	2.0	1.9
Service/maintenance	8,933	100.0	37.6	62.2	21.8	5.5	16.3

Blacks exceeded their percentage of total EEO-4 employment (27 percent) in only two low-paying job categories. They were 62 percent of all service/maintenance employees and 37 percent of all para-professionals. Blacks' lowest participation rates were in officials/administrators and professional jobs, 11 and 12 percent, respectively. They were also less than fairly represented in the protective service jobs.

The occupational distribution of State and local government employees in Atlanta in Table 8 show that 43 percent of the women employees worked as clericals, and only 4 percent of the men. A substantial 23 percent of all women employees were professionals, but the salary difference (stated above) indicates that men and women are still not equitably employed in this occupation. A mere

4 percent of all women were employed as officials/administrators, protective service workers, or skilled craft workers, while 36 percent of all men were in these three occupations.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Ethnic Group, Atlanta SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	47,040	27,293	19,747	34,044	12,808
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.6	5.0	1.6	4.4	1.4
Professionals	20.8	19.5	22.7	25.0	9.4
Technicians	10.1	11.0	9.0	11.1	7.6
Protective service	13.3	21.4	2.1	15.5	7.6
Para-professionals	6.6	3.4	10.9	5.7	9.0
Office/clerical	20.6	4.1	43.3	22.1	16.7
Skilled craft	6.0	9.9	.6	6.4	4.9
Service/maintenance	19.0	25.6	9.9	9.9	43.4

Service/maintenance was the occupation of 43 percent of the blacks, in contrast to 10 percent of the whites. A small proportion of blacks compared with whites held jobs in the three top-paying occupations. That is, only 18 of every 100 blacks, but 45 of every 100 whites, were administrators, professionals, or protective service workers.

State and local governments in the area hired 15,046 employees between July 1, 1973 and June 30, 1974. The hiring rate was 32 percent of the June 1974 level of employment. New hires information arrayed by occupations indicates a continuation of traditional patterns of female and black employment. As 46 percent of the new hires, women were hired at a rate above their incidence in the civilian labor force (40 percent). However, most were hired as clerical (41 percent) and para-professionals (15 percent). Only 0.3 and

0.4 percent of all newly hired women entered State and local government as officials and administrators and skilled craft workers, respectively.

Blacks were 30 percent of the new hires, a rate well in excess of their 20 percent share of the civilian labor force. However, only in the four lowest paying occupations (technician, service/maintenance, clerical, and para-professional) were blacks hired at a rate equal to or greater than their incidence in the labor force. Blacks employed as service/maintenance workers represented 43 percent of all blacks hired between 1973 and 1974. (Whites hired as service/maintenance workers represented 17 percent of all whites hired during the same period).

Women's median salaries in State and local governments in the Atlanta SMSA were less than men's in each occupational category. The median salary for full-time women workers was $7,300 in 1974, 77 percent of the median salary for men ($9,400). Discrepancies between median salaries for women and men were greatest in such occupations as officials/administrators ($2,800 less than men), service/maintenance ($2,000 and $1,900, respectively, less than men). Black women's overall median salary was $1,000 lower than white women's.

Primarily as a result of blacks' concentration in the lower paying job categories and functions of government, their median salary in 1974 was 80 percent of the white median salary, whereas nationally, black government workers were paid 84 percent as much as whites. The median salary for whites in the Atlanta SMSA exceeded that for blacks in each occupational category except the protective service grouping, where blacks were not a large part of the work force. In service/maintenance, where blacks represented 62 percent of all employees, the median salary for black workers was $1,200 less than the median salary for white workers. It is obvious that blacks were relegated to jobs with the lowest pay even in the low-pay categories in which they predominate.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Governme
Occupation, Sex, and Ethnic Group, Atlanta SMSA, 1974

Occupation	Both Sexes			Men			
	Total	White	Black	Total	White	Black	Total
Total	8,386	8,960	7,198	9,424	9,958	7,804	7,256
Officials/administrators	14,393	14,492	13,476	15,094	15,192	14,071	12,268
Professionals	10,963	11,124	9,947	11,960	12,054	10,309	9,936
Technicians	8,398	8,768	7,475	9,263	9,357	8,133	7,348
Protective service	9,898	9,837	10,262	9,976	9,906	10,389	8,878
Para-professionals	5,563	5,674	5,404	6,109	6,376	5,780	5,415
Office/clerical	6,966	7,070	6,683	7,440	7,736	6,678	6,925
Skilled craft	8,605	8,662	8,476	8,707	8,750	8,604	7,029
Service/maintenance	7,078	7,955	6,777	7,650	8,558	7,282	5,330

BALTIMORE, MARYLAND

Summary of Findings

*** Although employment of blacks in private establishments surveyed by EEOC in 1974 was equal to their labor force incidence of 22 percent, they were channeled away from the highest paying jobs toward the lower paying operative, laborer, and service worker jobs.

*** In the public sector, overall black representation was quite high, but blacks were below parity in each of the highest paying positions and above parity in the lowest paying occupations. Moreover, blacks earned less than whites in each job category; the discrepancies in the better jobs were very great.

*** Women's share of private sector employment in 1974 was somewhat below their 39 percent incidence in the labor force. Women held very few positions as officials/managers and craft workers; their participation rate in the professionals category, while substantially higher, was still well below parity. More than one-third of women in private sector employment were office/clerical workers.

*** Similarly, women in State and local government constituted very small proportions of the highest paying jobs except in the professional category, where they achieved parity. Female professionals were still disadvantaged compared to their male counterparts, however, as evidenced by their median annual salary--$2,300 less than that of men. In each of the other job categories, the female median was also below the male median.

Area Characteristics

The Baltimore SMSA, a part of the densely-populated northeast corridor, is wedged between the Washington, D.C. and Wilmington, Delaware SMSA's and the Chesapeake Bay. The area consists of five counties (Anne Arundel, Baltimore, Carroll, Harford, and Howard) and the independent city of Baltimore, the largest city in Maryland.

In 1974, the population of the SMSA was about 2.1 million, an increase of 3.3 percent over the Census count of 1970. Baltimore's population was 864,000 in 1974. The location of the State capital, Annapolis, within the area's boundaries has a substantial impact on local public employment. Almost 15 percent of all nonagricultural workers were employed by State and local governments in the SMSA.

The population of the Baltimore SMSA was 75 percent white and almost 25 percent black in 1970. Blacks were heavily concentrated in the city of Baltimore, where they constituted more than 45 percent of all residents. There were no other minoritites of significant size in the area.

Table 1. Population in the Baltimore SMSA and the City of Baltimore, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	2,071,000	100.0
Black	490,000	23.6
Other Minorities	29,000	1.4
City of Baltimore		
Total	906,000	100.0
Black	420,000	46.4
Other Minorities	14,000	1.5

Source: Bureau of the Census.

The port of Baltimore is a major economic force in the area and, in fact, in the State of Maryland. Availability of efficient water transportation was a catalyst in the establishment of heavy industry in the SMSA. One-fifth of all employees in the area work in manufacturing, and almost one-third of these in primary metal industries, notably steel.

From 1970 through 1975, the unemployment rate in the Baltimore area varied with the national average, but was consistently lower. Both jobless rates peaked in 1975, reaching 8.1 percent in Baltimore and 8.5 percent nationally.

Civilian Labor Force and Surveyed Employment

The participation rates of women in State and local government--almost identical to their rate in the civilian labor force (38.9 percent)--was significantly higher than the

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Baltimore SMSA, 1974

Sex and Minority Group		1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage		100.0	50.0	90.0
Total:	Number	897,000	348,000	73,000
	Percent	100.0	100.0	100.0
All women		38.9	35.9	38.4
Blacks		22.0	21.7	27.4
Women		10.1	8.5	12.9
Other Minorities		1.2	1.2	1.0
Women		.5	.4	.5

Source: State of Maryland, Department of Human Resources, and Equal Employment Opportunity Commission.

proportion of female workers in the private sector surveyed by EEOC. Blacks' participation in State and local government employment (27.4 percent) exceeded their rates in the labor force and in the private sector reporting to EEOC, both of which were about 22 percent. Although women and blacks were relatively well-represented in both private and public sectors, they were highly disadvantaged in the jobs they held and the salaries they received, as will be shown below.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were received from 1,600 establishments employing 348,000 persons, covering about 50 percent of private non-farm employment. From 1970 to 1974, the participation rate of women increased 2.4 percentage points to 35.9 percent. (See table 3.) Improvement was most obvious in the increased participation rates of female professionals, up 8.6 percentage points to 30.9 percent, and craft workers, up 5.8 percentage points to 9.7. However, despite these changes, women continued to be represented at rates below their total rate in the high-paying jobs and above their total rate in the low-paying jobs.

In 1974, blacks were highly underrepresented as managers, professionals, and sales workers and substantially overrepresented as operatives, laborers, and service workers. Blacks constituted only 5.9 percent of the officials and managers, and 5.1 percent of the professionals, but about 48 percent of laborers and service workers. Between 1970 and 1974, black participation rates had increased in each of the occupations except the laborer and service worker category, but the overall pattern of black employment had improved only slightly.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Baltimore SMSA, 1970 and 1974.

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	375,829	35,304	26,859	15,215	31,273	75,114	60,834	76,556	30,037	24,617
	74	348,496	34,440	26,616	16,640	31,661	59,132	49,099	72,878	29,835	28,195
Men	70	66.5	86.8	77.7	78.1	54.1	22.2	96.1	75.5	77.3	54.5
	74	64.1	85.6	69.1	71.5	50.5	23.9	90.3	73.5	74.1	48.0
Women	70	33.5	13.2	22.3	21.9	45.9	77.8	3.9	24.5	22.7	45.5
	74	35.9	14.4	30.9	28.5	49.5	76.1	9.7	26.5	25.9	52.0
White	70	80.4	96.4	93.7	89.0	91.3	89.0	89.1	70.0	48.0	47.0
	74	77.1	93.5	91.2	82.8	90.6	83.8	85.3	66.9	51.3	50.8
Men	70	53.3	84.0	73.8	72.4	50.0	19.9	85.8	52.3	34.2	27.8
	74	50.1	81.0	63.5	63.8	46.3	20.4	78.2	49.1	36.4	26.7
Women	70	27.0	12.4	19.9	16.6	41.3	69.0	3.3	17.8	13.8	19.3
	74	27.0	12.5	27.7	19.0	44.3	63.3	7.1	17.8	14.9	24.1
Black	70	18.5	3.0	3.2	9.6	8.3	9.5	9.9	28.8	51.5	52.0
	74	21.7	5.9	5.1	15.2	8.9	15.5	13.6	31.9	47.6	48.2
Men	70	12.5	2.4	1.6	4.7	3.9	2.1	9.3	22.7	42.8	26.1
	74	13.2	4.1	2.9	6.3	3.9	3.3	11.3	23.7	37.0	20.6
Women	70	6.0	.6	1.6	4.9	4.4	7.4	.6	6.2	8.7	26.0
	74	8.5	1.8	2.2	8.9	5.0	12.2	2.3	8.2	10.7	27.6

Relatively few women were employed as officials and managers (4.0 percent), professionals (6.6 percent), technicians (3.8 percent), and craft workers (3.8 percent). The better paying jobs and greater opportunities for advancement are found in these four categories. (See table 4.) However, thirty-six of every 100 employed women were office and clerical workers compared with slightly more than six of every 100 men.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector by Sex and Race, Baltimore SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	348,496	223,432	125,064	268,737	75,695
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	9.9	13.2	4.0	12.0	2.7
Professionals	7.6	8.2	6.6	9.0	1.8
Technicians	4.8	5.3	3.8	5.1	3.3
Sales workers	9.1	7.2	12.5	10.7	3.7
Office/clerical workers	17.0	6.3	36.0	18.4	12.1
Craft workers	14.1	19.8	3.8	15.6	8.8
Operatives	20.9	24.0	15.4	18.1	30.8
Laborers	8.6	9.9	6.2	5.7	18.8
Service workers	8.1	6.1	11.7	5.3	18.0

The occupational distribution of blacks in 1974 was very different from that of whites. Only three of every 100 blacks were officials and managers and two of every 100, professionals. The proportion of whites in each of these two job categories was more than four times that of blacks. The proportions of blacks who were operatives (30.8 percent), laborers (18.8 percent), and service workers 18.0 percent) were far above those of whites (18.1, 5.7, and 5.3 percent, respectively).

Industries in the Baltimore area, like occupations, are subject to considerable stereotyping according to sex. The participation rates of women in the 10 largest industries varied inversely with the average earnings levels in the industries. (See table 5.) The highest female participation rates were in those industries with the lowest average earnings--health services (77.0 percent), retail trade-general merchandise (70.0 percent), and retail trade-food stores (37.0 percent). Women's lowest rates were in the four manufacturing industries with high pay rates--fabricated metal products (19.9 percent), chemicals and allied products (17.4 percent), transportation equipment (6.3 percent), and primary metal industries (4.4 percent).

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race, Baltimore SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Black
Total, all industries	348,000	35.9	21.7
Health services	29,000	77.0	28.5
Electrical & electronic equipment	28,000	29.0	15.6
Primary metal industries	27,000	4.4	31.2
Retail trade-general merchandise stores	25,000	70.0	17.5
Retail trade-food stores	13,000	37.0	9.9
Food & kindred products	13,000	26.5	23.7
Fabricated metal products	13,000	19.9	18.4
Transportation equipment	13,000	6.3	24.6
Wholesale trade-durable goods	12,000	21.7	12.3
Chemicals & allied products	12,000	17.4	20.3

Blacks also held a large proportion of the jobs in the low-paying health services industry (28.5 percent). Although black participation rates in the four high-wage manufacturing industries varied from 18.4 percent (fabricated metal products) to 31.2 percent (primary metal industries), blacks had limited entry to many white-collar job categories and were channelled toward blue-collar and service jobs. About half of all blacks were operatives in each of the four industries. Although wages for operatives in heavy industry are moderately high, they are, nevertheless, toward the lower end of the heavy industry pay scale. Furthermore, the jobs are often performed under extremely difficult working conditions and offer less opportunity for advancement. In each of the same four industries, a substantially smaller proportion of whites were employed as operatives.

Employment of Women and Minorities in State and Local Government

EEO-4 reports for 1974 from the State of Maryland and the seven largest of the 29 local jurisdictions (i.e., each of the area's counties and the cities of Baltimore and Annapolis) covered an estimated 90 percent of all full-time government employees. Surveyed full-time employment was 62,000; other-than-full-time; 10,500. Women were almost half (48.9 percent) of the other-than-full-time employees, as compared with 36.6 percent of the full-time workers. Blacks were almost equally represented (from 27-28 percent) in both types of employment.

There were four functions of government which had relatively high median annual salaries--over $10,000. Of these four functions, women were grossly underutilized in three; 0.9 percent in fire protection, 10.0 percent in police protection, and 6.7 percent in utilities and transportation. In the fourth high-paying function--corrections--women constituted 29.7 percent of those employees, well below their labor force incidence of 38.9 percent. Blacks were underrepresented in two of the four functions with median annual salaries over $10,000--fire protection (9.7 percent) and police protection (10.8 percent). In the other two, corrections and utilities/transportaiion, blacks substantially exceeded their incidence in the labor force of 22.0 percent.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race, Baltimore SMSA, 1974

Function	All Employees Median Annual Salaries	All Employees Number	Participation Rates Women	Participation Rates Black
Total	$ 9,995	62,230	36.6	27.2
Hospitals and sanatoriums/ health	9,445*	16,817	65.1	32.7
Financial administration	9,765	8,203	50.6	16.6
Police protection	11,333	7,002	10.0	10.8
Corrections	10,964	5,649	29.7	36.7
Streets & highways	8,951	5,425	6.7	12.9
Utilities & transportation	10,788	4,075	6.7	39.7
Fire protection	11,751	3,437	.9	9.7
Public welfare	9,021	3,337	80.3	55.9
Other 1/	N/A	8,285	23.6	33.2

* Median salary applies to hospitals and sanatoriums function only; this function includes almost 75 percent of the employees in hospitals and health combined.

1/ Other includes community development, housing, natural resources, sanitation and sewage, and other miscellaneous functions.

Full-time women workers accounted for 88.1 percent of the office and clerical workers and 65.1 percent of the para-professionals. These are the lowest paid jobs except for service and maintenance occupations. In the higher salaried positions, black women were represented in professional positions at a rate exactly equal to their labor force incidence, while the participation rate of white women was almost 3 percentage points above their labor force proportion of 28.3 percent. However, white female professionals earned $2,400 less than white male professionals, and black females, $2,800 less.

Blacks were very poorly represented (7.4 percent) among officials/administrators, the highest paid occupational group. They also held somewhat low proportions of all jobs as professionals, technicians, protective service workers, and craft workers. Black participation rates were high, exceeding their incidence in the labor force, only in the three lowest paying categories--para-professionals (50.9 percent), office/clerical workers (26.6 percent) and service maintenance workers (52.8 percent).

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, Baltimore SMSA, 1974

Occupation	Both Sexes: Total Number	Both Sexes: Total Percent	Both Sexes: White	Both Sexes: Black	Women: Total	Women: White	Women: Black
Total	62,230	100.0	71.8	27.2	36.6	23.5	12.6
Officials/administrators	2,113	100.0	89.4	7.4	14.0	11.0	2.3
Professionals	13,414	100.0	81.5	16.5	41.9	30.9	10.1
Technicians	5,773	100.0	80.9	18.6	30.9	19.0	11.5
Protective service	10,243	100.0	80.6	19.1	2.6	1.4	1.2
Para-professionals	5,494	100.0	48.1	50.9	65.1	26.0	38.6
Office/clerical	10,359	100.0	72.7	26.6	88.1	63.8	23.7
Skilled craft	3,325	100.0	81.2	18.6	4.2	3.3	.9
Service maintenance	11,509	100.0	52.8	46.9	17.1	7.7	9.3

The employment of women in three of the choicest occupations--officials and administrators, protective service workers and craft workers--together accounted for only three of every 100 female workers compared with 28 of every 100 men. One-fourth of the men were protective service workers, most of them police officers. (See table 8.) Two of every five full-time female workers in State and local government in Baltimore were office and clerical workers, and one of every four was a professional. Only 3 percent of all men were clerical workers and 20 percent were professionals.

Relatively few blacks were employed as officials/administrators (less than one in 100) and craft workers (less than four in 100). Although these were the smallest occupational groups, more than four of every 100 whites were officials and administrators and six of every 100 were craft workers. The service/maintenance occupation employed almost one-third of the blacks compared to just one-seventh of the whites.

Table 8. Occupational Distributions of Full-Time Employees in State and Local Government, by Sex and Race, Baltimore SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	62,230	39,451	22,779	44,704	16,954
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.4	4.6	1.3	4.2	.9
Professionals	21.6	19.8	24.7	24.5	13.1
Technicians	9.3	10.1	7.8	10.4	6.3
Protective service	16.5	25.3	1.2	18.5	11.5
Para/professionals	8.8	4.9	15.7	5.9	16.5
Office/clerical	16.6	3.1	40.1	16.8	16.2
Skilled craft	5.3	8.1	.6	6.0	3.6
Service/maintenance	18.5	24.2	8.7	13.6	31.8

State and local governments in the area hired some 5,800 employees between July 1, 1973 and June 30, 1974. The hiring rate was close to 10 percent of the June 1974 level of employment. Some 31 percent of the new hires were women, well below their proportion in the civilian labor force--38.9 percent. Women were hired at rates exceeding their incidence in the labor force in three categories--professionals, para-professionals, and office/clerical workers. Some 58 percent of the female new hires were for para-professional and clerical jobs, although only 23.2 percent of all hires were into these categories.

Blacks were 36.7 percent of the new hires, well in excess of their 22 percent proportion of the civilian labor force. However, they were hired at or above their labor force rate in only one choice category, craft workers. Of every 100 newly hired blacks, 77 were in the three lowest-paying occupations (para-professionals, office/clerical workers, and service/maintenance workers), as compared with 43 of every 100 newly hired whites.

Women in State and local government in the Baltimore SMSA were paid less than men as a group and in each occupational category. The median salary for full-time women workers in 1974 was almost $8,900, or 82 percent that of men. This contrasts with the national situation, where women earned just 73 percent as much as men. The largest discrepancies between salaries paid to men and women were in three categories: officials and administrators (median for women $3,400 less than for men), craft workers ($2,900 less), and professionals ($2,300 less). Thus, although women held a fairly high proportion of the professional jobs (42 percent), the better paying posts were occupied by men. Black women in Baltimore earned even less than white women, according to the EEO-4 survey, with the median salary for black women more than $800 below that of white women.

The overall median salary for black workers in 1974 was 83 percent that of white workers. Nationally, the black median was 84 percent that of whites. In each of the occupational categories, the median salary for whites exceeded that of blacks; the differences ranged from $2,600 in officials/administrators to $400 in protective service.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, Baltimore SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 9,995	$10,560	$ 8,737	$10,839	$11,280	$ 9,166	$ 8,892	$ 9,139	$ 8,314
Officials/administrators	22,082	22,098	19,442	22,394	22,332	20,897	19,039	19,552	15,156
Professionals	13,301	13,599	12,197	14,421	14,536	13,434	12,117	12,266	11,728
Technicians	10,794	11,067	9,841	11,307	11,521	9,589	9,873	9,821	10,019
Protective service	11,175	11,240	10,876	11,186	11,249	10,881	10,688	10,589	10,804
Para-professionals	8,695	9,033	8,339	9,020	9,288	8,681	8,516	8,878	8,174
Office/clerical	7,942	8,193	7,363	8,599	8,761	8,126	7,845	8,104	7,294
Skilled craft	10,034	10,214	9,483	10,159	10,333	9,547	7,225	6,613	8,611
Service/maintenance	7,710	7,997	7,454	7,836	8,175	7,567	6,697	6,661	6,694

BIRMINGHAM, ALABAMA

Summary of Findings

***The overall participation of blacks in private industry and State and local government was about equivalent to their incidence in the area's labor force--25 percent. Blacks did not achieve parity, however, in any of the prime occupations such as those of official, professional, protective service worker, or craft worker.

***Blacks were most likely to find employment in those occupational categories with lower pay and little opportunity for advancement. Nearly three-quarters of the blacks in private industry were employed as operatives, laborers, and service workers. In State and local governments, one-half of the blacks were relegated to service/maintenance positions.

***In both the surveyed private and public sectors, women were employed at levels far below their 38 percent incidence in the civilian labor force. This low level of participation in private industry was partially due to women's virtual exclusion from employment in the steel-related industries so important to the economy of the Birmingham area.

***The gap between the median salaries of black and white government workers was unusually large in Birmingham. In the SMSA the black median salary was only 64 percent that of whites, compared with the national average of 84 percent.

***Women were well-represented among professional employees in State and local governmental agencies. However, the median salary of women employed in these jobs was well below that of their male counterparts.

Area Characteristics

The Birmingham SMSA, comprising Jefferson, St. Clair, Shelby, and Walker Counties, is located in the north central part of Alabama, adjoining the Tuscaloosa and Gadsden SMSAs. The city of Birmingham, founded in 1871, was named after the famous manufacturing city in England. The area is the principal industrial center in the State and the heavy industry leader of the South.

One of the largest SMSA's in the southeastern United States, Birmingham had a 1974 estimated population of 785,000, an increase of 2.3 percent over the 1970 Census. Blacks, the only minority group of significant size in the area, constituted 29 percent of the SMSA's population in 1970. These black inhabi-

Table 1. Population in the Birmingham SMSA and the City of Birmingham by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	767,000	100.0
Black	221,000	28.8
Other minorities	13,000	1.7
City of Birmingham		
Total	301,000	100.0
Black	126,000	42.0
Other minorities	4,000	.5

Source: Bureau of the Census.

tants were concentrated in the city of Birmingham, where nearly six of every ten blacks lived. Less than one of every three of the area's whites resided within the city limits.

The annual average rate of unemployment in the Birmingham area from 1970 through 1974 was moderate, reaching a low of 3.8 percent in 1973. In 1975, the jobless rate averaged a substantial 6.7 percent. The area's unemployment rate remained below the national average in each of the six years.

Civilian Labor Force and Surveyed Employment

Women constituted almost identical proportions of reported private sector and State and local government employment in the

Table 2. Participation Rates in the Civilian Labor Force and in EEOC Surveyed Employment by Sex and Race, Birmingham SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	53.0	90.4
Total: Number	337,000	142,000	13,000
Percent	100.0	100.0	100.0
All women	37.7	29.2	29.8
Blacks	24.7	24.1	24.2
Women	10.9	6.6	9.7
Other minorities	.3	.4	.4
Women	.1	.2	.1

Source: Alabama State Employment Service and Equal Employment Opportunity Commission.

Birmingham area. The level of employment of women in each sector, however, was significantly less than their 38 percent incidence in the SMSA's civilian labor force. Blacks participated in both private industry and State and local government at rates roughly equivalent to their proportion of the labor force, i.e., 25 percent. Similar levels of participation, however, were not attained in the public or private sector in such prime occupations as official, professional, protective service worker, and craft worker.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed for 740 establishments employing some 141,000 persons in the Birmingham area. The Commission's survey data covered 53 percent of the SMSA's private, nonagricultural workers. Women were 29 percent of the EEO-1 reported employees, a slight increase over their 1970 level. (See table 3.) Female representation in area private sector employment, however, remained well below the incidence of women in the labor force--38 percent. This low level of female employment is related to the dominance of steel-related industries--primary metals, fabricated metal products, and bituminous coal and lignite mining--in which women traditionally have constituted small proportions of employees. Two of every ten surveyed employees in the Birmingham SMSA were employed in primary metals and fabricated metal products, but only four of every 100 women.

In 1974, blacks continued to be represented at rates lower than their civilian labor force rate in all white-collar jobs and in the important craft category, while being overrepresented as operatives, laborers, and service workers. Blacks were but 4 percent of the officials/managers and 6 percent of the professionals. Among craft workers the figure was only 13 percent. On the other hand, blacks constituted approximately 55 percent of the area's laborers and service workers.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Birmingham SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	128,634	11,868	6,355	4,538	10,311	20,097	24,073	29,086	14,340	7,966
	74	140,825	14,183	7,932	5,725	12,844	21,548	23,686	30,831	15,026	9,050
Men	70	73.5	86.0	73.5	67.4	64.6	22.4	96.7	88.1	85.0	54.6
	74	70.8	85.4	69.5	65.3	54.6	21.4	97.0	86.3	84.3	49.6
Women	70	26.5	14.0	26.5	32.6	35.4	77.6	3.3	11.9	15.0	45.4
	74	29.2	14.6	30.5	34.7	45.4	78.6	3.0	13.7	15.7	50.4
White	70	76.2	96.6	96.8	83.2	92.9	92.7	88.3	63.3	37.8	41.4
	74	75.4	95.7	93.0	84.2	89.2	87.0	85.8	62.5	43.8	44.7
Men	70	55.3	83.9	72.7	63.9	59.9	20.9	85.6	54.4	31.9	27.9
	74	53.0	82.2	67.3	61.6	49.9	19.0	83.4	52.6	35.3	26.0
Women	70	20.9	12.7	24.2	19.3	33.0	71.8	2.7	8.8	5.8	13.4
	74	22.4	13.5	25.7	22.6	39.2	68.0	2.4	9.9	8.5	18.7
Black	70	23.6	3.0	2.8	16.4	7.0	7.0	11.2	36.6	62.0	58.5
	74	24.1	3.8	5.9	15.3	10.5	12.2	13.4	37.4	55.9	55.0
Men	70	18.0	1.7	.6	3.2	4.6	1.4	10.7	33.6	52.8	26.6
	74	17.5	2.9	1.7	3.4	4.5	2.3	12.9	33.7	48.9	23.4
Women	70	5.6	1.4	2.2	13.2	2.4	5.6	.5	3.1	9.2	32.0
	74	6.6	1.0	4.1	11.9	6.0	9.9	.6	3.7	7.1	31.6

Seventeen of every 100 EEO-1 reported jobs in the Birmingham area were the well-paid craft positions. Fewer than 2 of every 100 women, but 23 of every 100 men, earned their livelihood in these jobs. Clerical and sales positions were an important source of employment for women, particularly white women. Almost two-thirds of the white women were employed in these occupational categories and almost one-third of the black women. The majority of black women occupied operative, laborer, and service jobs. The proportion of white women working in such positions was only 19 percent.

EEO-1 data indicate that only 3 of every 100 blacks, but 20 of every 100 whites, were employed in the choice managerial and professional jobs. On the other hand, nearly three-quarters of the blacks employed in surveyed private industry worked as operatives, laborers, or service workers. The proportion of white workers similarly employed was 28 percent.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Birmingham SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	140,825	99,731	41,094	106,204	33,967
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.1	12.1	5.0	12.8	1.6
Professionals	5.6	5.5	5.9	6.9	1.4
Technicians	4.1	3.7	4.8	4.5	2.6
Sales workers	9.1	7.0	14.2	10.8	4.0
Office/clerical workers	15.3	4.6	41.2	17.7	7.7
Craft workers	16.8	23.0	1.7	19.1	9.4
Operatives	21.9	26.7	10.2	18.1	34.0
Laborers	10.7	12.7	5.7	6.2	24.8
Service workers	6.4	4.5	11.1	3.8	14.7

The ten largest industries in the Birmingham area accounted for 58 percent of the SMSA's surveyed private sector employees. The range in female participation rates among these industries was enormous. Women were most underrepresented in heavy industry; i.e., in fabricated metal products and primary metal establishments. Nationally, women held only 21 percent of the jobs in fabricated metal and 10 percent of those in primary metals. Their employment record was even poorer in the SMSA, where women held less than 6 percent of the jobs in either industry. In comparison to their underrepresentation in these industries, women were 80 percent of all general merchandise store employees and 71 percent of all health service employees. These two low-paying industries employed one-third of all women working in the surveyed private sector. Communications was the only high-

Table 5. Participation Rates of Surveyed Employees in the Nine Largest Industries in the Private Sector, by Sex and Race, Birmingham SMSA, 1974

Industry	Total Employment	Participation Rates: Women	Participation Rates: Blacks
Total, all industries	141,600	29.4	24.0
Fabricated metal products & primary metal industries	32,000	5.4	32.3
General merchandise stores	10,000	70.9	17.3
Health services	9,000	80.3	35.0
Food and kindred products	5,900	36.3	36.9
Communication	5,300	56.6	14.6
Insurance carriers	5,300	55.7	12.5
Electric, gas, and sanitary services	4,900	16.8	14.1
Wholesale trade-durable goods	4,900	20.9	13.1
Food stores	4,500	26.6	17.6

paying industry in which women were employed in significant numbers. However, 78 percent of the women working in communications were employed in clerical positions, particularly as operators.

While the fabricated metal products and primary metals industries employed few women, they were major employers of blacks. Both industries have above-average pay rates, but any resultant pay advantages for blacks were limited by the blacks' unfavorable occupational distribution. Over one-half (53 percent) of all black workers in these industries were employed as operatives, another 31 percent held laborer jobs, and 11 percent were employed as craft workers. Comparable figures for white employees were 27 percent, 9 percent, and 36 percent.

Employment of Women and Minorities in State and Local Government

It is estimated that in 1974, EEO-4 data provided information for 90 percent of the SMSA's State and local government workers. In addition to the 12,000 full-time employees, 1,100 persons held temporary or part-time jobs with State or local agencies. Both women and blacks constituted larger proportions of the part-time/temporary employment than they did of full-time. Women held 37 percent of the other than full time jobs, as compared with 30 percent of the full-time positions. Blacks held 38 percent of the part-time/temporary jobs, but only 23 percent of the full-time jobs.

Among full-time employees, 17 percent worked in the streets and highways function, 13 percent in police protection, with 12 and 11 percent respectively in sanitation and in the combined hospitals/health functions. The range of participation rates of women workers among the functions of government was extremely wide. For example, women comprised 87 percent of the public welfare employees and 78 percent of the persons employed in hospitals/health, but were less than one percent of all sanitation and fire protection workers. The fire protection function had the poorest record of employment of blacks. Blacks, who were 25 percent of the area's civilian labor force, constituted only 1.5 percent of the employees in this function of government.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government by Selected Government Function, Sex, and Race, Birmingham SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Blacks
Total	$ 8,039	11,834	29.1	22.9
Streets & highways	7,310	2,052	3.8	8.4
Police protection	9,471	1,589	12.2	5.8
Sanitation & sewage	5,760	1,406	.6	50.4
Hospitals & sanatoriums/ health	N/A	1,324	78.3	42.5
Fire protection	9,383	915	.8	1.5
Financial administration	8,186	905	57.6	5.1
Public welfare	6,373	864	86.7	42.8
Other 1/	N/A	2,779	30.6	19.0

1/ Includes natural resources, housing, corrections, utilities & transportation, employment security, community development, and other miscellaneous functions.

Women full-time workers, accounting for 30 percent of reported employees, held just 1 percent of the craft positions and 2 percent of the protective service jobs. On the other hand women occupied more than seven of every ten clerical and para-professional positions. White women dominated employment among clericals, holding 60 percent of the clerical positions, while black women held the largest proportion of para-professional positions, 48 percent. Women workers were 46 percent

Table 7. Participation Rates of Full-Time State and Local Government Employees by Occupation, Sex, and Race, Birmingham SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	11,834	100.0	76.7	22.9	29.1	19.4	9.5
Officials/administrators	443	100.0	96.8	3.2	22.6	21.2	1.4
Professionals	1,489	100.0	89.0	10.2	46.2	37.0	8.7
Technicians	1,221	100.0	85.2	14.3	26.0	12.8	13.0
Protective service	2,127	100.0	95.6	4.3	2.3	1.6	.7
Para-professionals	629	100.0	40.7	59.1	71.7	24.2	47.5
Office/clerical	2,138	100.0	82.2	16.7	74.8	59.5	15.2
Skilled craft	875	100.0	92.5	7.2	1.1	1.0	.1
Service/maintenance	2,912	100.0	48.9	51.0	7.8	1.1	6.8

of the government professionals in Birmingham. This rate substantially exceeded women's incidence in the area's labor force, as well as their national participation rate among professionals in government (38 percent). Though well-represented, the median annual salary of women professionals was approximately $1,100 a year less than that of their male counterparts.

There was a paucity of black workers in the highest-paid of the public sector occupational categories--that of official/administrator. Blacks accounted for a scant 3 percent of these full-time workers. At the other end of the salary scale, blacks were 59 and 51 percent, respectively, of the para-professional and service/maintenance workers.

In 1974, the occupational distribution of women in State and local government was heavily weighted toward the lower paid clerical and para-professional occupations. Six of every women compared with only one of every ten men held these jobs.

(See table 8.) A larger proportion of women than men were employed in professional positions. However, only 5 percent of the women, but 45 percent of the men, earned their livelihood in the other high-paying jobs--administrators, protective service workers and craft workers. The distribution of black workers among these same high-paying occupations compared unfavorably with that of whites. For example, while 4.7 percent of the whites were officials, only one-half of one percent of the blacks were similarly employed. Data for the other occupational categories were as follows:

	Whites	Blacks
Professionals	14.6	5.6
Protective service workers	22.4	3.4
Skilled craft	8.9	2.3

Table 8. Occupational Distribution of Full-Time State and Local Government Employees by Occupation, Sex, and Race, Birmingham SMSA, 1974

Occupation	All Employees Total	Men	Women	White	Black
Total number	11,834	8,392	3,442	9,074	2,710
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.7	4.1	2.9	4.7	.5
Professionals	12.6	9.5	20.0	14.6	5.6
Technicians	10.3	10.8	9.2	11.5	6.5
Protective service	18.0	24.8	1.4	22.4	3.4
Para-professionals	5.3	2.1	13.1	2.8	13.7
Office/clerical	18.1	6.4	46.5	19.4	13.2
Skilled craft	7.4	10.3	.3	8.9	2.3
Service/maintenance	24.6	32.0	6.6	15.7	54.8

As a consequence of their underemployment in the well-paid categories, more than one-half of the blacks employed by government agencies in the SMSA were found in service positions.

A total of 2,500 permanent full-time employees were hired by State and local agencies in the Birmingham SMSA between July 1, 1973 and June 30, 1974. The hiring was about 20 percent of the June 1974 level of employment. Thirty-nine percent of the new hires were women, a figure roughly equivalent to their incidence in the area's labor force. About 45 percent were black, a rate well above blacks' 25 percent of the labor force. Relatively few women were hired in occupations dominated by men. For example, women were 1 percent of all newly-hired protective service workers, 6 percent of service/maintenance workers, and 13 percent of craft workers. Blacks were particularly poorly represented among new hires in two well-paid occupational categories--those of officials/administrators, where blacks constituted 3 percent of the new hires, and protective service workers, where blacks constituted 8 percent.

The median annual salary of women working full-time in the area's State and local governments was $7,000, or 82 percent that of men. This is higher than the national ratio of 73 per-

Table 9. Median Annual Salaries of Full-Time State and Local Government Employees by Occupation, Sex, and Race, Birmingham SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	8,039	8,695	5,560	8,492	9,000	5,458	6,998	7,563	5,729
Officials/administrators	13,306	13,418	9,819	13,774	13,852	11,714	11,412	11,400	9,500
Professionals	11,109	11,173	10,530	11,573	11,595	10,808	10,482	10,459	10,479
Technicians	8,343	8,850	7,043	9,226	9,260	7,455	7,004	6,988	7,013
Protective service	9,271	9,300	8,705	9,288	9,314	8,673	8,703	8,640	8,833
Para-professionals	5,333	5,938	5,097	6,444	7,510	5,217	5,135	5,287	5,072
Office/clerical	6,962	7,098	6,020	7,630	7,557	8,333	6,747	6,933	5,848
Skilled craft	8,859	8,824	9,450	8,889	8,853	9,500	6,750	5,750	N/A
Service/maintenance	5,540	6,183	5,223	5,599	6,183	5,267	5,042	6,200	4,984

cent. The median salary of women was below that of men in each occupational category. The smallest disparity was among protective service workers, where the female/male salary ratio was 94 percent. However, a meager 1 percent of the female government employees in the area held such positions.

The gap between the median salaries of black and white government workers was unusually large in Birmingham. There the blacks' median salary of $5,600 was only 64 percent that of whites, compared with the national ratio of 84 percent. The black median salary exceeded the white only among craft workers. However, just 2 percent of all black government workers held craft positions.

CHICAGO, ILLINOIS

*** Women's share of employment in the surveyed private sector in 1974 almost matched the incidence of women in the labor force, and was well above the female participation rate in State and local government.

*** Blacks were employed by government in the Chicago SMSA at a rate twice their incidence in the area's labor force, but this favorable level of representation was not attained in any of the better paying occupational categories as disproportionate numbers of blacks worked in the less choice jobs.

*** The record of governmental agencies in the employment of Hispanics was extremely poor. Only in the poorly paid paraprofessional category did Hispanic employment reach a level equal to or above their participation in the labor force (4 percent).

*** Only one of every ten women in private industry worked in a managerial or professional position, compared with one of every four men. Job opportunities in these positions were particularly poor for minority women.

*** In the private sector neither blacks nor Hispanics attained a participation rate equal to their incidence in the labor force in any white-collar occupation or in the craft worker category.

*** The fire protection function had the highest median annual salary of any function of government in the SMSA and the poorest record of employment of women, blacks, and Hispanics.

*** Overall and in each occupational category in State and local government, median salaries of women were lower than those of men and salaries of blacks and Hispanics were lower than those of whites.

Area Characteristics

The Chicago SMSA is the second largest in the nation. It comprises six counties--Cook, DuPage, Kane, Lake, McHenry, and Will--and is one of eight SMSA's situated on the shores of Lake Michigan. Within the boundaries of the SMSA are 14 of Illinois' 21 largest cities. Along with the adjacent Gary-Hammond-East Chicago, Indiana SMSA, the area is the nation's largest steel producer. Chicago is also a vital transportation center. The site of the world's largest railroad terminal and the world's busiest airport, it also serves as a center for trucking and waterborne freight.

It is estimated that some 6,971,000 persons resided in the SMSA in 1974, a figure almost identical to the area's popula-

Table 1. Population in the Chicago SMSA and the City of Chicago by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	6,979,000	100.0
Black	1,231,000	17.6
Hispanic	327,000	4.7
Other Minorities	75,000	1.1
City of Chicago		
Total	3,367,000	100.0
Black	1,103,000	32.7
Hispanic	247,000	7.3
Other minorities	57,000	1.7

Source: Bureau of the Census.

tion at the time of the 1970 Census. The area's black and Hispanic populations are highly concentrated within the city of Chicago. The city, which contained almost one-half of the SMSA's total inhabitants in 1970, was the place of residence of nine of every ten blacks and three-quarters of the Hispanic persons in the area. Only four of every ten whites lived in Chicago proper. Of the area's Hispanic residents, nearly forty-five percent were persons of Mexican descent and about one-quarter were of Puerto Rican origin.

Three of every ten persons employed in nonagricultural work in the SMSA in 1974 worked in manufacturing. Trade establishments employing 23 percent of the area's employed persons; the service industry, 18 percent. Workers in State and local government agencies, including public education employees, accounted for one of every ten area workers.

Annual average unemployment in the SMSA was moderate and below the national average in each year from 1970 through 1974. In 1975, the unemployment rate was a substantial 7.2 percent, but still below the national rate of 8.5 percent.

Civilian Labor Force

Women were 38 percent of the Chicago labor force in 1974, and the same proportion of private sector employment surveyed by EEOC. Their participation rate in State and local government (32.3 percent) was much smaller. Blacks' employment in State and local governments, however, was twice their incidence in the civilian labor force. Blacks accounted for 32.6 percent of the government employees, as compared with about 15 percent of the labor force participants and EEO-1 reported workers. The higher overall rate of black participation in governmental employment was not, however, attained in the higher paying occupational categories. Hispanic employees held only 2.9 percent of the jobs with State and local government agencies, while constituting 4.1 percent of the persons in the civilian labor force, and an even larger 6.9 percent of the surveyed private sector employees.

Table 2. Participation Rates in the Civilian Labor Force and in EEOC-Surveyed Employment by Sex and Race/Ethnic Group, Chicago SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	58.0	91.0
Total: Number	3,143,000	1,530,000	160,000
Percent	100.0	100.0	100.0
All women	38.7	37.8	32.3
Blacks	14.9	15.1	32.6
Women	6.5	6.3	15.4
Hispanics	4.1	6.9	2.9
Women	1.4	2.2	1.1
Other minorities	1.0	1.4	.9
	.4	.7	.4

Source: Illinois State Employment Service and Equal Employment Opportunity Commission.

Employment of Women and Minorities in the Private Sector

In 1974, 1,530,000 persons were employed by the 6,200 establishments in the Chicago SMSA for which EEO-1 reports were filed. These employees constituted 58 percent of the area's private, nonagricultural workers. Women held 37.8 percent of the reported private sector jobs in 1974, an increase of 1.3 percentage points between 1970 and 1974. (See table 3.) The proportion of women jobholders in each occupational category except craft workers registered some increase. Although the one decline was very small, it occurred in a desirable job category where women were already poorly represented.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Chicago SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	1,475,772	136,777	103,965	57,441	144,605	291,456	178,316	326,742	146,657	89,813
	74	1,530,427	161,293	116,765	66,599	161,298	284,338	175,115	314,049	144,751	106,219
Men	70	63.5	89.8	75.6	77.2	56.8	23.6	95.0	69.7	66.0	52.0
	74	62.2	86.6	73.0	72.4	56.2	20.2	95.1	68.8	65.3	51.2
Women	70	36.5	10.2	24.4	22.8	43.2	76.4	5.0	30.3	34.0	48.0
	74	37.8	13.4	27.0	27.6	43.8	79.8	4.9	31.2	34.7	48.8
White	70	77.9	95.7	92.1	87.4	90.8	84.8	85.1	65.6	50.0	60.7
	74	76.7	94.1	89.6	84.3	89.3	82.8	81.5	63.3	51.2	61.6
Men	70	49.8	86.3	71.4	69.5	51.7	20.4	81.7	45.5	32.2	29.4
	74	48.1	82.1	67.6	63.5	50.6	16.9	78.0	43.8	33.1	29.2
Women	70	28.1	9.4	20.7	17.9	39.1	64.4	3.4	20.1	17.8	31.3
	74	28.5	12.0	22.1	20.8	38.7	66.0	3.5	19.5	18.1	32.4
Black	70	15.8	3.0	3.1	8.1	7.4	12.3	10.2	24.3	33.3	31.3
	74	15.1	4.1	3.9	9.5	8.4	13.0	11.5	22.7	28.0	28.6
Men	70	9.5	2.4	1.8	4.6	4.0	2.3	9.0	17.3	22.1	16.9
	74	8.7	3.0	2.0	4.7	4.3	2.3	10.5	15.7	18.1	15.4
Women	70	6.3	.6	1.3	3.5	3.4	9.9	1.2	7.0	11.2	14.4
	74	6.3	1.1	1.9	4.8	4.1	10.7	1.0	7.0	10.0	13.2
Hispanic	70	5.4	.8	1.1	2.5	1.3	2.1	4.2	9.6	16.0	6.9
	74	6.9	1.2	1.5	2.8	1.6	2.8	6.2	13.0	19.7	8.3
Men	70	3.7	.7	.7	1.8	.8	.6	3.8	6.6	11.2	5.0
	74	4.6	1.0	.9	2.0	.9	.7	5.8	8.8	13.5	5.7
Women	70	1.7	.1	.4	.7	.5	1.5	.4	3.0	4.8	1.9
	74	2.2	.2	.6	.8	.7	2.1	.4	4.3	6.2	2.6

Between 1970 and 1974, the participation rate of blacks declined from 15.8 to 15.1 percent. Among the individual occupational categories, black representation increased among white-collar and craft workers. Hispanic representation rose 1.5 percentage points during the five years, with the number of Hispanic employees increasing 31 percent. Blacks and Hispanics were underrepresented in those specific occupational categories, both white- and blue-collar, which were generally better paid. Neither blacks nor Hispanics attained a participation rate equal to their incidence in the labor force in any white-collar occupation or craft worker category. Both groups were least represented in official/managerial and professional jobs. They held disproportionately large shares of the lower paid operative, laborer, and service jobs.

EEO-1 data indicate that nearly one-quarter of the men working in private industry in the SMSA held managerial and professional positions. Less than one of every ten women was similarly employed. (See table 4.) Employment opportunities

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Chicago SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	1,530,427	952,627	577,800	1,173,121	230,399	105,177
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.5	14.7	3.7	12.9	2.9	1.8
Professionals	7.6	8.9	5.5	8.9	2.0	1.7
Technicians	4.4	5.1	3.2	4.8	2.7	1.8
Sales workers	10.5	9.5	12.2	12.3	5.9	2.5
Office/clerical workers	18.6	6.0	39.3	20.1	16.1	7.6
Craft workers	11.4	17.5	1.5	12.2	8.7	10.4
Operatives	20.5	22.7	17.0	16.9	31.0	38.9
Laborers	9.5	9.9	8.7	6.3	17.6	27.1
Service workers	6.9	5.7	9.0	5.6	13.2	8.4

in these positions were particularly poor for minority women. Only 2.8 percent of the Hispanic women and 4.1 percent of the black women worked as managers or professionals. Hispanic women in the SMSA were heavily concentrated in operative, laborer, and service positions. These jobs accounted for 73 percent of the positions held by Hispanic women, 52 percent of those held by black women, but only 28 percent of all positions occupied by white women.

While six of every ten whites worked in some type of white-collar job, just three of every ten blacks (the majority of them in clerical positions) and 15.3 percent of the Hispanics (again primarily in clerical positions) earned their livelihood in these positions. In turn, Hispanic and black employees were more dependent than whites on the lower paid blue-collar and service occupations as sources of employment.

The ten largest industries in Chicago employed 52.2 percent of the area's EEO-1 reported workers. Women held less than one-fourth of the jobs in transportation equipment, nonelectrical machinery, and fabricated metal products, all manufacturing industries with high pay rates. In contrast, women were employed at high rates in those industries with below-average earnings. They constituted 77.9 percent of the reported health service workers and 65.3 percent of the general merchandise store employees.

Hispanic employees participated at their highest rates (all higher than their labor force incidence of 4.1 percent) in the five manufacturing industries included among the ten largest industries. At least 80 percent of the Hispanic workers in each of these manufacturing industries, compared with 40 percent of the white employees, worked in operative, laborer, or service jobs.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries of the Private Sector, by Sex and Race/Ethnic Group, Chicago SMSA, 1974

Industry	Total Employment	Participation Rates Women	Black	Hispanic
Total, all industries	1,530,900	37.8	15.1	6.9
Electric & electronic equipment	142,900	42.1	15.0	12.0
General merchandise stores	99,700	65.3	13.7	2.8
Machinery, except electrical	93,200	23.1	10.0	8.4
Health services	81,000	77.9	20.4	5.5
Food & kindred products	71,300	28.8	21.8	11.3
Fabricated metal products	70,000	24.2	14.0	10.5
Business services	69,400	34.3	16.9	3.9
Wholesale trade-durable goods	61,800	25.3	9.5	6.1
Insurance carriers	57,800	59.0	12.2	1.9
Transportation equipment	52,200	15.1	19.6	7.8

Employment of Women and Minorities in State and Local Government

It is estimated that data projected from jurisdictions which filed EEO-4 reports in 1974 provided information for 91 percent of the SMSA's State and local government workers (excluding education employees). EEO-4 employees in the area included 123,000 full-time and 37,000 part-time or temporary workers. Women held 28.4 percent of the full-time positions, and a much higher 45.2 percent of the part-time/temporary jobs. Data for blacks and Hispanics show a similar pattern:

	Blacks	Hispanics
Full-Time	27.7	1.7
Other Than Full-Time	48.9	7.0

The police protection function of government employed one of every five of Chicago area's full-time government workers.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government by Selected Government Function, Sex and Race/Ethnic Group, Chicago SMSA, 1974

	All Employees		Participation Rates		
Function	Median Salaries	Number	Women	Black	Hispanic
Total	$ 11,740	122,817	28.4	27.7	1.7
Police protection	13,769	24,257	10.4	14.6	1.3
Utilities & transportation	12,953	15,316	6.6	38.4	2.4
Public welfare	8,620	13,922	74.2	53.7	1.9
Financial administration	9,306	10,029	48.9	14.0	1.1
Streets & highways	11,961	9,894	7.2	11.0	1.0
Sanitation & sewage	12,366	8,197	5.3	23.2	1.7
Hospitals & sanatoriums	8,466	7,632	66.3	34.3	1.4
Natural resources	9,976	7,282	14.6	19.1	2.8
Fire protection	14,539	7,212	.8	3.3	.1
Other 1/	N/A	19,076	46.1	44.5	2.5

1/ Includes corrections, health, housing, employment security, community development, and other miscellaneous functions.

Nationally, employees in this function constituted a much smaller 12 percent of the full-time work force. Utilities and transportation accounted for 12.5 percent of the area's public sector workers and public welfare, 11.3 percent. The fire protection function had the highest median annual salary and the poorest record of employment of women, blacks, and Hispanics. The one-tenth of one percent participation rate of Hispanics in fire protection must be considered extremely low, whether measured against the Hispanic participation rate among public sector workers (1.7 percent) or against the incidence of Hispanic persons in the labor force (4.1 percent). Both women and blacks had their highest participation rates in the two functions of government with the lowest median salaries--public welfare and hospitals and sanatoriums. In fact, blacks dominated employment in public welfare, holding 53.7 percent of all jobs.

Women, 28.4 percent of the full-time workers in State and local agencies in the Chicago area, held approximately four of every five clerical positions and two-thirds of the para-professional positions. Median annual salaries were the lowest in the SMSA in these occupational categories. While white women held the largest share of clerical jobs, black women dominated employment among para-professionals. Women were most poorly represented in the craft and protective service occupations, holding just 3.2 and 1.3 percent of these jobs.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, Chicago SMSA, 1974

	Both Sexes					Women			
	Total								
Occupation	Number	Percent	White	Black	Hispanic	Total	White	Black	Hispanic
Total	122,817	100.0	69.8	27.7	1.7	28.4	15.0	12.6	.5
Officials/administrators	5,929	100.0	82.5	15.9	.9	17.7	11.5	5.8	.2
Professionals	20,800	100.0	77.7	18.3	1.5	37.5	25.2	10.6	.5
Technicians	9,654	100.0	75.4	23.1	.8	28.0	13.7	13.7	.3
Protective service	25,938	100.0	83.3	15.4	1.1	3.2	2.0	1.2	*
Para-professionals	6,831	100.0	42.2	52.7	4.2	68.6	23.9	41.4	2.6
Office/clerical	19,415	100.0	55.9	42.1	1.4	82.9	43.3	37.9	1.1
Skilled craft	9,678	100.0	85.7	13.1	.9	1.3	1.2	.1	-
Service/maintenance	24,572	100.0	56.0	40.8	2.9	6.6	2.2	4.3	.1

*Less than 0.05 percent.

Black workers were employed in full-time positions by governmental agencies at a rate nearly twice their incidence in the area's labor force, 27.7 percent as compared with 14.9 percent. This higher rate of participation was not, however, attained by blacks in any of the occupational categories with median salaries above the overall $11,700. On the other hand, blacks held more than one-half of all para-professional jobs and approximately forty percent of all full-time clerical and service/maintenance jobs. The record of governmental agencies in the employment of Hispanics was extremely poor. Though 4.1 percent of the area's labor force participants and 6.9 percent of the reported workers in private industry, Hispanics constituted just 1.7 percent of the State and local government full-time employees. Only in the poorly-paid para-professional category did they reach or approach their incidence in the labor force.

Women were poorly placed occupationally. Those occupational categories where median salaries were lowest, i.e., office/clerical and para-professional, were the source of employment for 60 of every 100 women but only six of every 100 men. (See table 8.) At the other end of the pay scale, 45.1 percent of the male employees, compared with a meager 5.8 percent of the female workers, were employed in the SMSA's three high-wage occupations (official/administrator, skilled craft, and protective service.) In 1974, four of every ten white workers, but only two of every ten blacks and Hispanics, were employed in these same high-wage occupations. Service positions were the major source of employment for blacks and Hispanics; three in ten blacks and one in three Hispanics worked in these jobs.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race/Ethnic Group, Chicago SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	122,817	87,902	34,915	85,738	34,036	2,078
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.8	5.6	3.0	5.7	2.8	2.5
Professionals	16.9	14.8	22.3	18.9	11.2	14.8
Technicians	7.9	7.9	7.7	8.5	6.6	3.8
Protective service	21.1	28.6	2.4	25.2	11.7	13.7
Para-professionals	5.6	2.4	13.4	3.4	10.6	13.7
Office/clerical	15.8	3.8	46.1	12.7	24.0	12.9
Skilled craft	7.9	10.9	.4	9.7	3.7	4.2
Service/maintenance	20.0	26.1	4.7	16.1	29.4	34.4

A total of 20,000 permanent full-time employees were hired by State and local governments between July 1, 1973 and June 30, 1974. The hiring rate was 16 percent of the June 1974 level of employment. Women were 47.6 percent of the new hires; blacks, 38.3 percent; and Hispanics, 3.2 percent. The lowest rate of employment for newly-hired women was in the skilled craft category, in which women garnered only 2.5 percent of the positions during the year.

The median annual salary of women full-time workers in State and local governments was $7900, or 61.1 percent that of men. (See table 9.) Men's median salaries exceeded those of women in every occupational category. Median salaries of black women were higher than those of white women in official, professional, protective service, para-professional, and craft occupations.

Both black and Hispanic government employees in the Chicago area had lower median salaries than whites, overall and in each occupational category. The black median salary was $9,800 or 78.8 percent those of whites; the Hispanic median of $10,400 was 83.7 percent that of whites.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, Chicago SMSA, 1974

Occupation	Both Sexes				Men				Women			
	Total	White	Black	His-panic	Total	White	Black	His-panic	Total	White	Black	His-panic
Total	$11,740	$12,469	$ 9,826	$10,434	$12,997	$13,364	$11,857	$11,475	$ 7,941	$ 8,641	$ 7,524	$ 7,381
Officials/administrators	17,252	17,778	15,142	15,471	18,066	18,409	15,544	16,000	14,029	13,704	14,425	13,750
Professionals	13,037	13,424	12,382	11,925	14,775	15,198	12,895	12,384	11,757	11,641	12,081	11,377
Technicians	11,039	12,360	8,227	9,318	13,124	13,527	10,293	11,050	7,484	7,674	7,342	7,000
Protective service	13,548	13,640	13,002	12,844	13,614	13,683	13,223	12,937	10,110	9,867	10,405	9,333
Para-professionals	7,637	7,886	7,549	7,133	8,216	9,077	7,540	7,773	7,452	7,323	7,551	6,848
Office/clerical	7,397	7,714	7,089	7,020	9,458	9,753	8,367	8,364	7,217	7,434	7,020	6,890
Skilled craft	14,444	14,491	14,458	12,080	14,517	14,573	14,486	12,080	9,025	8,947	10,000	-
Service/maintenance	11,066	11,093	11,034	11,055	11,296	11,222	11,413	11,161	7,008	7,106	6,975	7,333

CINCINNATI, OHIO-KENTUCKY-INDIANA

Summary of Findings

*** Blacks were underrepresented in five of the eight occupations in EEOC-surveyed private sector establishments in the Cincinnati SMSA. They were grossly underrepresented in the top-paying managerial and professional positions.

*** Blacks were far more likely than whites to be employed as poorly-paid laborers and service workers in the private sector.

*** Although experiencing a slight increase in overall employment participation between 1970 and 1974, women remained underrepresented in private industry. Women continued to be underemployed in all of the above average earnings occupations--managers, professionals, technicians, and craft workers.

*** Women in private industry were generally relegated to low-paying jobs, clerical and service, in particular.

*** Although blacks were represented in State and local government at a rate twice their incidence in the labor force, they were barely represented in the large and well paying protective service category.

*** In government, blacks, unlike whites, were concentrated in the very low paying para-professional and service/maintenance fields.

*** Women held a disproportionately small share of the jobs in surveyed State and local government. They were particularly underrepresented in the high earnings managerial, protective service, and craft worker jobs.

*** Women in the public sector were found chiefly in the two lowest paying occupations--para-professional and clerical.

*** Median annual salaries in State and local government generally were lower for blacks and women than for whites and men, respectively. Women--white and black--were paid median salaries considerably lower than were men of either race.

Area Characteristics

The Cincinnati Standard Metropolitan Statistical Area comprises seven counties in three states: Clermont, Hamilton, and Warren in Ohio; Boone, Campbell, and Kenton in Kentucky; and Dearborn in Indiana. The city of Cincinnati, the seat of Hamilton County and the third largest city in Ohio, is situated on the Ohio River in the southwestern corner of the state.

The area's population declined 0.7 percent from 1,385,000 in 1970 to 1,376,000 in 1974. The loss of population was due chiefly to an approximately 6 percent decline in the number of residents in the city of Cincinnati. Blacks were the dominant minority group in the area. They accounted for 11 percent of the population in 1970. Four of every five area blacks lived in the city of Cincinnati, where they were 28 percent of the population. Other minority group members represented less than 1 percent of the area's population.

Table 1. Population in the Cincinnati SMSA and the City of Cincinnati, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	1,384,900	100.0
Black	152,300	11.0
Other minorities	10,600	.8
City of Cincinnati		
Total	452,500	100.0
Black	125,100	27.6
Other minorities	4,700	1.0

Source: U.S. Bureau of the Census.

The founding of Cincinnati dates back to the opening of the Ohio River Valley, when that area was considered part of the American West. The City grew and prospered as a river boat town. From its inception it was a distribution center, connecting the rural and underdeveloped West with the more developed East. With the coming of the steamboat, the City became a major port for the river boat queens, and was nicknamed the Queen City.

The Ohio River, which carries more commerce than any other inland waterway in the world, plays an important role in the area's economy. Because of its strategic geographic location, Cincinnati remains a major distribution center, serving as the hub of transportation in the Ohio River Valley. The area's industry is well-diversified. Manufacturing dominates the industrial scene, employing three of every ten non-farm workers in the SMSA. The major manufacturing subdivisions are transportation equipment, non-electrical machinery, chemicals, fabricated metal products, and printing and publishing (Cincinnati is the Playing Card Capital of the World). Wholesale and retail trade and services account for another four of every ten workers. Government employed 75,000 workers in 1974 (14 percent of total nonagricultural employment), the majority of whom were in State and local governments.

Because of the dependence of the area on heavy industry, unemployment has been moderately high during the recent economic downturns. Unemployment rates have generally exceeded, though only slightly, national rates. Unemployment has remained above 5 percent for the last five years, but the unemployment rate soared to 8.6 percent in 1975, when an average of 52,000 persons were unemployed.

Civilian Labor Force and Surveyed Employment

Women were underrepresented, compared to their incidence in the labor force (38 percent), in both the private and public sector employment surveyed by EEOC. Blacks participated in private employment at a rate approximately equal to their proportion of the labor force (10 percent), but were represented at double that rate in State and local government employment. However, as is detailed below, blacks and women generally were underrepresented in the better paying occupations in both types of employment.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employ- Cincinnati SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	58.8	76.7
Total: Number	538,300	276,100	21,600
Percent	100.0	100.0	100.0
All women	37.5	33.9	30.0
Blacks	10.3	10.4	20.4
Women	4.8	4.5	8.6
Other minorities	.7	.5	.4
Women	.3	.2	.2

Employment of Minorities and Women in the Private Sector

Women made somewhat erratic progress in the private sector in the Cincinnati SMSA between 1970 and 1974, according to EEO-1 reports. In 1974, such reports were received from 1,235 establishments employing 276,000 persons or about six of every ten private, nonagricultural workers in the area. Women's overall representation rose 2 percentage points from 32 to 34 percent of total employment, but both their numbers and their participation rate declined in the well-paying craft worker category. Women made a significant gain in the medium average earnings technicians category, but also increased considerably their proportions of the normally low paying clerical worker and laborer categories. In 1974, women remained underrepresented, compared with both their incidence in the labor force and overall EEO-1 surveyed employment, in all the above average earnings occupations--managers, professionals, technicians and craft workers. (See table 3.)

Blacks also experienced slight increases in their share of jobs in private industry between 1970 and 1974. Their overall participation rose from under 9 to over 10 percent. Only in the lowest paying job category (laborers) did the percent of black workers decrease. Still, blacks were grossly underrepresented in all but the three low-paying occupations of operatives, laborers, and service workers. Blacks were only 3 percent of the top-paying managers and professionals.

Approximately three times the proportion of women as men (58 versus 19 percent) were in the three lowest paying job categories-- clerical workers, laborers, and service workers. (See table 4.) Small proportions of women, as compared with men, were managers (4 compared with 14 percent) or craft workers (2 compared with 20 percent), occupations with more well-paying jobs and more opportunities for advancement. Black women had an even less favorable occupational distribution than white women; five of every ten black women, but just two of every ten white women were in low paying occupations with generally poor working conditions--laborer and service worker.

Blacks were less likely than whites (13 as against 34 percent) to be found in three above average earnings occupations--manager, professional, and craft worker. On the other hand, blacks were far more likely than whites (41 versus 15 percent) to work as poorly paid laborers or service workers.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Cincinnati SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	236,551	22,382	13,415	10,386	24,179	37,921	33,403	56,034	21,344	17,487
	74	276,053	28,818	20,83[illegible]	14,138	27,057	41,909	37,744	57,594	26,721	21,241
Men	70	68.4	89.2	74.8	76.3	61.1	26.7	92.2	81.0	69.6	45.3
	74	66.1	88.2	73.4	71.0	57.2	21.0	94.9	78.4	62.4	45.6
Women	70	31.6	10.8	25.2	23.7	38.9	73.3	7.8	19.0	30.4	54.7
	74	33.9	11.8	26.6	29.0	42.8	79.0	5.1	21.6	37.6	54.4
White	70	90.5	97.8	96.0	91.3	96.1	93.7	95.3	88.9	81.6	68.3
	74	89.1	96.7	95.2	89.5	95.1	91.2	94.0	86.9	78.3	71.3
Men	70	62.4	87.5	72.1	71.7	59.3	25.1	87.9	72.2	55.6	30.5
	74	59.8	85.6	70.0	65.5	55.1	19.7	89.3	68.4	50.1	32.8
Women	70	28.1	10.3	23.9	19.6	36.7	68.6	7.4	16.7	26.0	37.7
	74	29.3	11.1	25.2	24.0	40.0	71.5	4.7	18.5	28.2	38.4
Black	70	8.9	1.9	2.0	7.8	3.7	5.6	4.5	10.7	17.6	30.8
	74	10.4	2.8	3.4	9.6	4.2	8.4	5.8	12.7	21.0	28.3
Men	70	5.6	1.5	1.1	3.9	1.6	1.3	4.1	8.5	13.2	14.5
	74	5.9	2.1	2.3	4.9	1.6	1.3	5.4	9.8	11.9	12.6
Women	70	3.3	.4	.8	3.9	2.1	4.3	.4	2.2	4.4	16.3
	74	4.5	.7	1.1	4.7	2.6	7.1	.4	2.9	9.1	15.7

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Cincinnati SMSA, 1974

Occupation	All Employees Total	All Employees Men	All Employees Women	White	Black
Total number	276,053	182,391	93,662	245,891	28,645
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.4	13.9	3.6	11.3	2.8
Professionals	7.5	8.4	5.9	8.1	2.5
Technicians	5.1	5.5	4.4	5.1	4.7
Sales workers	9.8	8.5	12.4	10.5	4.0
Office/clerical workers	15.2	4.8	35.3	15.5	12.3
Craft workers	13.7	19.6	2.1	14.4	7.6
Operatives	20.9	24.8	13.3	20.4	25.6
Laborers	9.7	9.1	10.7	8.5	19.5
Service workers	7.7	5.3	12.3	6.2	21.0

Because of sex stereotyping in occupations, industries in the Cincinnati area evidenced similar barriers to female employment. Women were represented at rates well above their incidence in the labor force in industries with below average earnings--health services, general merchandise stores, printing and publishing, and insurance carriers. Women were underrepresented in the three industries with the area's highest average earnings--transportation equipment, food and kindred products (includes breweries), and chemicals. Even when employed in the well-paying industries cited above women were concentrated in the low-paying occupations of clerical workers and laborers.

The relationship between the participation of blacks in an industry and the average earnings for that industry is not clear-cut. It is obvious, however, that even when blacks did participate in high average earnings industries, they tended to be employed in the poorer paying occupations of operative, laborer, and service worker. This was particularly true in the top-paying transportation equipment industry where almost twice the proportion of blacks as whites (67 versus 34 percent) were in those jobs. Blacks enjoyed a participation rate more than double their proportion of the labor force in the health services industry, but approximately three-fourths of the black health workers, compared with only half of their white co-workers, were in the three lowest paying jobs of clerical workers, laborers, and service workers.

Table 5. Participation Rates of EEO-1 Surveyed Employees in the Ten Largest Industries, by Sex and Race, Cincinnati SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Black
Total, all industries	276,100	33.9	10.4
Chemicals & allied products	23,600	27.0	8.4
Machinery, except electrical	21,800	18.3	5.9
Transportation equipment	18,500	12.1	11.2
Health services	16,800	78.6	21.3
General merchandise stores	16,500	70.4	8.6
Electric and electronic equipment	15,600	19.7	7.0
Food and kindred products	14,400	24.1	10.7
Fabricated metal products	12,000	9.9	9.1
Printing and publishing	11,800	48.1	14.9
Insurance carriers	9,400	54.9	5.8

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey, women were underrepresented and blacks were fairly represented in State and local government (excluding schools), as compared to their incidences in the labor force of the Cincinnati area. However, both groups were highly disadvantaged in the occupations filled and the salaries paid. Data from the EEO-4 reports of 23 jurisdictions were used to project the employment figures discussed in this section. These data showed higher participation rates for both women and blacks in other than full-time (part-time and/or temporary) than in full-time employment. Women were 37 percent of non-full-time but 29 percent of full-time workers. Blacks were 23 percent of other than full-time and 20 percent of full-time employees.

The participation of women in the various functions of government ranged from a mere 0.5 percent (7 employees, all of whom were clerical workers) of the top-paying fire protection function to 70 percent of hospitals and public welfare, the functions with the two lowest median annual salaries. Besides fire protection, women continued to be underrepresented in all the functions dominated by traditionally male occupations (i.e., blue-collar or protective service jobs), including streets and highways, police protection, sanitation and sewage, and utilities and transportation.

Although blacks were represented in State and local governments at a rate roughly twice their proportion of the labor force, they were underrepresented in both the top-paying functions, fire and police protection. Blacks participated at their highest rates in two functions--hospitals, sanitation and sewage--with median salaries below the area's overall median for State and local government.

Women were represented at a rate equal to or greater than their incidence in the area's labor force in only three of the eight occupational categories--professionals, para-professionals, and office/clerical. Women were barely represented among protective service workers with a participation rate of about 2 percent and with a median annual salary $2,200 less than their male counterparts.

Blacks were represented at or above their proportion of the area's labor force in every occupation except the well-paying protective service, where they were only 5 percent of all

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function and by Sex and Race, Cincinnati SMSA, 1974

Function	All Employees		Participation Rates	
	Median Annual Salaries	Number	Women	Black
Total	$ 9,472	17,889	28.6	19.8
Financial administration/ general control	9,076	2,448	41.3	10.7
Streets and highways	9,145	2,340	7.1	14.3
Police protection	11,518	2,329	7.3	7.1
Hospitals and sanatoriums	7,434	1,741	69.9	47.0
Sanitation and sewage	9,177	1,503	4.2	36.7
Fire protection	12,217	1,435	.5	1.4
Public welfare	7,794	1,328	70.3	22.7
Utilities and transportation	9,847	1,237	9.7	22.0
Health	9,599	673	69.1	31.1
Other 1/	N/A	2,855	33.8	21.2

1/ Includes natural resources/parks and recreation, housing, community development, corrections, employment security, and other miscellaneous functions.

employees. However, in comparison to their overall participation rate in State and local governments, blacks were under-represented in all the top-paying occupations--administrators, professionals, and skilled craft. Blacks' highest proportions of employment (four times their incidence in the labor force) were in two low-paying occupations--para-professionals and service/maintenance.

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation and by Sex and Race, Cincinnati SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	17,889	100.0	79.8	19.8	28.6	20.4	8.1
Officials/administrators	1,359	100.0	86.8	13.0	18.5	14.1	4.4
Professionals	2,529	100.0	88.0	10.2	39.3	33.1	5.6
Technicians	1,903	100.0	74.2	25.7	34.5	13.8	20.6
Protective service	3,637	100.0	94.8	5.1	1.5	1.0	.4
Para-professionals	744	100.0	58.6	41.0	68.0	36.8	30.9
Office/clerical	3,051	100.0	84.1	15.6	73.4	60.4	12.7
Skilled craft	964	100.0	86.9	13.1	10.1	7.4	2.7
Service/maintenance	3,702	100.0	58.7	41.2	8.6	3.5	5.2

Over half of all women were para-professionals and clericals, while less than one-tenth of all men held such jobs. (See table 8.) Smaller proportions of women than men were in the two top-paying occupations of administrators (5 compared with 9 percent) and protective service (1 compared with 28 percent).

Roughly, two of every ten blacks contrasted with five of every ten whites were in the three top-paying occupations--administrators, professionals, and protective service. About two-thirds of all blacks but only one-third of all whites were in the three lowest paying occupations--para-professionals, clerical workers, and service/maintenance workers.

Table 8. *Occupational Distributions of Full-Time Employees in State and Local Government, by Sex and Race, Cincinnati SMSA, 1974*

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	17,889	12,771	5,118	14,280	3,539
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	7.6	8.7	4.9	8.3	5.0
Professionals	14.1	12.0	19.4	15.6	7.3
Technicians	10.6	9.8	12.8	9.9	13.8
Protective service	20.3	28.1	1.1	24.2	5.2
Para-professionals	4.2	1.9	9.9	3.1	8.6
Office/clerical	17.1	6.4	43.7	18.0	13.5
Skilled craft	5.4	6.8	1.9	5.9	3.6
Service/maintenance	20.7	26.5	6.3	15.2	43.1

State and local jurisdictions in the Cincinnati area hired 1,961 full-time employees between July 1, 1973 and June 30, 1974. The number of new hires was about 11 percent of the June 1974 level of full-time employment. Some 38 percent of the hires were women--a rate equal to their incidence in the labor force. However, women were underrepresented among the new hires in all but three occupations; women were 52 percent of the professionals, 56 percent of the para-professionals, and 81 percent of the clerical workers. Six of every 10 newly hired women were employed in the latter two low-paying occupations; overall only 3 of every 10 new employees were hired for those positions.

Blacks were hired at a rate more than double their 10 percent incidence in the labor force; they were 24 percent of the new hires. In fact, they were hired at a rate greater than their proportion of the labor force in every occupation. Still, 70 percent of the black hires, compared with 55 percent of all hires, were employed in the three lowest paying occupations--para-professionals, clerical workers, and service/maintenance workers.

Women in State and local governments were paid salaries consistently lower than men. Overall, women earned a median annual salary of $7,700 or only 75 percent as much as men. Among the various occupations, the largest salary discrepancy was in the skilled craft category where the approximately 100 women earned a median annual salary $4,300 less than their male co-workers. Women technicians also earned considerably less per year ($2,700) than men in those positions. The smallest gap between women's and men's salaries was in the low-paying para-professionals category where women earned $650 less per year than men. Black women earned a salary 93 percent that of white women. The salaries of the two groups were approximately equal, except in the technician category, where the difference was $650, and in protective service, where the gap was $1,600 **but** only 15 black women were employed.

Blacks had an overall median salary 85 percent that of whites. There were differences of more than $1,000 between the median annual salaries of whites and blacks in three occupations: technicians ($2,200), administrators ($1,300), and protective service workers ($1,100). Unlike the nearly comparable salaries of black and white women, black men earned considerably less than white men overall and in every occupation except skilled craft and service/maintenance.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government, by Occupation, and by Sex and Race, Cincinnati SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 9,472	$ 9,898	$ 8,400	$10,230	$10,692	$ 8,982	$ 7,708	$ 7,935	$ 7,360
Officials/administrators	12,818	13,073	11,758	13,409	13,702	11,895	11,511	11,484	11,571
Professionals	11,088	11,100	10,542	11,708	11,698	11,200	10,203	10,172	10,071
Technicians	9,119	9,766	7,528	10,245	10,343	9,162	7,534	7,992	7,338
Protective service	11,720	11,781	10,675	11,744	11,796	10,812	9,500	10,188	8,600
Para-professionals	7,129	7,271	6,982	7,626	7,967	7,178	6,974	7,012	6,933
Office/clerical	7,446	7,455	7,426	8,306	8,386	7,750	7,228	7,190	7,367
Skilled craft	10,186	10,194	10,150	10,582	10,538	10,800	6,325	6,208	6,500
Service/maintenance	8,450	8,321	8,582	8,605	8,438	8,772	6,492	6,323	6,577

CLEVELAND, OHIO

Summary of Findings

*** Women did not approach their 38 percent incidence in the Cleveland labor force in either the private sector or State and local governments and were also limited to the lowest-paid jobs.

*** Black participation in EEOC-surveyed private employment matched their 15 percent share of the area's labor force, but members of this minority group were virtually excluded from the choice managerial and professional occupations and were concentrated in laborer and service jobs.

*** Among the ten largest surveyed private sector industries in Cleveland, women accounted for the majority of employment in those industries with the lowest earnings while being almost excluded from well-paying industries. Blacks in high-paying industries were overwhelmingly concentrated in relatively low-paying jobs.

*** Although blacks held a high proportion of government jobs in the Cleveland area, they were still poorly represented in the protective service and skilled craft occupations.

*** Women and blacks in the public sector consistently earned less than men and whites, respectively, in every occupational category.

Area Characteristics

The Cleveland SMSA is located on Lake Erie at the mouth of the Cuyahoga River and consists of four counties--Cuyahoga, Geauga, Lake, and Medina. Easy access to iron ore, coal and steel markets has resulted in the city becoming a shipping headquarters and major manufacturing center for steel and related products.

The population of the Cleveland area in 1974 was about 2 million, a decline of 3.9 percent since the 1970 Census. As a result of this population loss the SMSA has dropped from 14th to 17th place among the nation's SMSAs in the last four years. About 16 percent of the area's population in 1970 was black, with various other minorities constituting an additional 1.5 percent. Blacks were a much higher proportion of the population of the city of Cleveland; 38.3 percent of all city residents were black.

Table 1. Population in the Cleveland SMSA and the City of Cleveland, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	2,064,000	100.0
Black	333,000	16.1
Other minorities	31,000	1.5
City of Cleveland		
Total	751,000	100.0
Black	288,000	38.3
Other minorities	19,000	2.5

Source: Bureau of the Census.

Nearly three of every ten nonagricultural workers in the Cleveland area were employed in manufacturing, principally of durable goods. Trade and services combined accounted for another four of every ten nonagricultural employees. The largest employment increases in recent years occurred in State and local government (including education), which in 1975 employed 14 of every 100 non-farm workers. Unemployment in the Cleveland area from 1970 to 1974 was moderate and below or equal to the national average in every year except 1971. Although area unemployment was a substantial 7.8 percent in 1975 (partially as a result of a sharp drop in motor vehicle production), it was still below the national figure of 8.5 percent.

Civilian Labor Force

The civilian labor force of the Cleveland SMSA was approximately 866,300 in 1974. Women constituted 37.6 percent of the area's civilian labor force and blacks, 14.9 percent. In com-

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Cleveland SMSA, 1974

Sex and Minority Group		1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage		100.0	61.0	99.0
Total:	Number	866,300	469,400	39,000
	Percent	100.0	100.0	100.0
All women		37.6	32.6	34.1
Blacks		14.9	14.9	23.9
Women		6.6	5.5	11.1
Other minorities		1.3	1.2	.8
Women		.5	.3	.4

Source: Ohio Bureau of Employment Services and Equal Employment Opportunity Commission.

parison with their incidence in the labor force, women were underrepresented in both the private and public (State and local government) sectors as surveyed by EEOC. Blacks were about 15 percent of private sector employment and 24 percent of the public employees, thus equalling or exceeding their proportion of the area's labor force. However, in both sectors they were occupationally disadvantaged.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed by 1,793 establishments in the Cleveland area with 469,400 employees, about 61 percent of total, private non-farm employment. Although female participation in the surveyed private sector increased to 32.6 percent between 1970 and 1974, it still did not equal women's incidence in the labor force (table 3). Despite increases in the level of female participation in managerial and professional occupations, women remained underutilized in these choice occupations. Instead they were overrepresented in clerical and service jobs. Nearly 8 of every 10 clerical workers and well over half of the service workers were women, compared with only 12 of every 100 managers and 5 of every 100 craft workers.

Black participation in the private sector increased slightly during the five-year period; however, blacks failed to reach parity with their proportion of the labor force in any of the white-collar categories or in craft jobs. Although about 15 percent of reported employees were black, members of this minority group held less than 4 percent of the managerial and professional jobs and only 9.2 percent of the craft positions. In contrast, a third of all service workers and laborers were black.

Nearly half of all female workers in the Cleveland area were either clerical or service workers, but less than ten percent of the men were so employed. (See table 4.) On the other hand, one-third of the men but only 6 percent of the women were

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Cleveland SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	428,494	38,685	29,431	17,847	38,392	73,911	64,217	105,236	31,583	29,192
	74	469,417	49,267	35,460	21,168	53,416	71,654	65,514	101,184	39,606	32,148
Men	70	68.7	90.4	73.2	73.8	58.8	24.5	94.0	82.4	73.1	47.5
	74	67.4	88.0	72.3	67.9	58.8	20.9	94.9	79.1	76.1	44.3
Women	70	31.3	9.6	26.8	26.2	41.2	75.5	6.0	17.6	26.9	52.5
	74	32.6	12.0	27.7	32.1	41.2	79.1	5.1	20.9	23.9	55.7
White	70	84.8	97.1	94.3	90.0	93.9	90.0	91.1	77.2	68.4	61.3
	74	83.9	95.6	93.7	85.8	92.6	86.8	89.8	76.3	67.3	65.2
Men	70	58.8	88.2	70.4	69.6	56.0	22.4	86.5	63.4	49.3	30.0
	74	57.1	84.7	68.4	62.6	55.0	18.5	86.0	59.9	50.3	29.0
Women	70	26.0	8.9	23.9	20.4	37.9	67.6	4.6	13.8	19.1	31.3
	74	26.8	10.9	25.2	23.2	37.6	68.3	3.7	16.4	17.0	36.3
Black	70	14.2	2.5	3.6	8.8	5.7	9.4	8.0	21.5	29.7	37.6
	74	14.9	3.8	3.8	12.8	6.7	12.4	9.2	22.1	30.9	33.5
Men	70	9.2	1.9	1.2	3.5	2.6	1.9	6.9	17.9	22.2	16.9
	74	9.4	2.9	2.0	4.3	3.4	2.2	8.0	17.9	24.4	14.7
Women	70	5.0	.6	2.4	5.3	3.1	7.5	1.2	3.6	7.4	20.7
	74	5.5	1.0	1.9	8.4	3.3	10.2	1.1	4.3	6.6	18.8

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Cleveland SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	469,417	316,330	153,087	393,842	69,836
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.5	13.7	3.9	12.0	2.7
Professionals	7.6	8.1	6.4	8.4	2.0
Technicians	4.5	4.5	4.4	4.6	3.9
Sales workers	11.4	9.9	14.4	12.6	5.1
Office/clerical workers	15.3	4.7	37.0	15.8	12.7
Craft workers	14.0	19.7	2.2	14.9	8.6
Operatives	21.6	25.3	13.8	19.6	32.1
Laborers	8.4	9.5	6.2	6.8	17.5
Service workers	6.8	4.5	11.7	5.3	15.4

employed in prime managerial and craft occupations. A similar comparison between black and white employees reveals equally wide disparities.

	Whites	Blacks
Managers & Professionals	20.4	4.7
Laborers & Service Workers	12.1	32.9

Among the ten largest EEO-1 surveyed industries in the area, women were virtually excluded from those industries with the highest earnings--primary metals, transportation equipment and nonelectrical machinery. In contrast, the vast majority of employees were women in the two industries with the lowest earnings--health services and general merchandise stores. Black participation in the primary metals and transportation equipment industries was higher than their incidence in the labor force; however, approximately eight of every ten black workers in these industries were concentrated in relatively low-paying operative and laborer jobs.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race, Cleveland SMSA, 1974

Industry	Total Employment	Participation Rates	
		Women	Black
Total, all industries	469,400	32.6	14.9
Primary metal industries	38,600	8.8	24.8
Transportation equipment	35,100	11.6	17.2
Wholesale trade-nondurable goods	34,100	18.3	7.4
Health services	32,100	79.1	30.7
Machinery, except electrical	31,300	14.2	9.7
General merchandise stores	29,500	70.9	11.5
Electric & electronic equipment	28,700	28.4	13.9
Business services	20,300	25.2	26.9
Wholesale trade-durable goods	19,700	29.8	8.8
Fabricated metal products	15,900	22.8	12.1

Employment of Women and Minorities in State and Local Government

According to 1974 EEO-4 reports, there were 31,100 full-time State and local government employees in the Cleveland SMSA, accounting for about 99 percent of total full-time government employment (excluding education) in the area. An additional 7,900 government employees worked on a part-time or temporary basis. Women were employed in full-time government jobs at a rate far below their incidence in the labor force (31.8 percent compared with 37.6 percent) but their other than full-time rate was much higher (43.1 percent). Blacks, on the other hand, accounted for about 27 percent of the full-time government workers and only 11.1 percent of the part-time employees, compared with their approximate 15 percent share of the labor force.

Less than one of every 200 employees in fire protection was female, a virtual exclusion of women from the highest salaried function. At the same time, women were the majority of full-time employees in those governmental functions with the lowest median salaries (hospitals and sanatoriums/health and public welfare). Blacks also fared poorly in fire protection, accounting for only about three of every 100 employees. Black participation was highest (57.8 percent) in one of the lowest salaried functions, public welfare.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race, Cleveland SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Black
Total	$ 9,953	31,098	31.8	27.1
Hospitals & sanatoriums/ health	7,696*	5,621	71.7	38.4
Police protection	13,304	5,037	8.9	9.3
Financial administration	8,946	3,886	46.4	15.5
Streets & highways	9,525	3,785	3.1	36.4
Utilities & transportation	10,427	2,670	11.8	34.3
Fire protection	13,556	2,497	.4	3.2
Public welfare	7,901	2,068	80.4	57.8
Other 1/	N/A	5,534	27.5	29.6

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* Median salary applies to hospitals and sanatoriums function only; this function includes 80 percent of the employees in hospitals and health combined.

1/ Other includes community development, corrections, employment security, housing, natural resources, sanitation and sewage, and other miscellaneous functions.

Women in Cleveland area governments were markedly restricted from entering two of the higher salaried occupations, protective service and skilled craft. Only two of every 100 protective service workers and three of every 100 skilled craft workers were women. In contrast, more than 8 of every 10 jobs in the lowest paid occupational category, office/clerical workers, were held by women.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race, Cleveland SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	31,098	100.0	72.0	27.1	31.8	18.9	12.4
Officials/administrators	1,747	100.0	80.9	18.4	19.7	13.7	5.8
Professionals	4,169	100.0	81.8	15.2	41.0	29.8	9.5
Technicians	3,062	100.0	81.1	17.7	25.6	15.9	9.0
Protective service	5,828	100.0	89.5	10.2	2.4	1.4	.9
Para-professionals	2,585	100.0	53.1	45.9	54.5	24.3	29.5
Office/clerical	4,775	100.0	71.8	27.6	81.1	56.1	24.4
Skilled craft	1,668	100.0	86.4	13.4	3.1	1.0	2.0
Service/maintenance	7,264	100.0	49.8	49.7	22.0	6.9	14.9

Compared with their incidence in the area's labor force, blacks were generally well-represented in full-time government employment. This did not hold true for protective service and skilled craft occupations, high-salaried occupations from which blacks have usually been excluded. Blacks accounted for nearly half of all service/maintenance workers and about 46 percent of the para-professionals, both low-paying occupations.

Well over half of the female employees of State and local governments in the Cleveland area worked in the two lowest salaried occupations--para-professional and office/clerical, while less than one-tenth of the men were so employed (table 8).

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Race, Cleveland SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	31,098	21,198	9,900	22,377	8,433
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	5.6	6.6	3.5	6.3	3.8
Professionals	13.4	11.6	17.3	15.2	7.5
Technicians	9.8	10.7	7.9	11.1	6.4
Protective service	18.7	26.8	1.4	23.3	7.1
Para-professionals	8.3	5.6	14.2	6.1	14.1
Office/clerical	15.4	4.3	39.1	15.3	15.6
Skilled craft	5.4	7.6	.5	6.4	2.6
Service/maintenance	23.4	26.7	16.1	16.2	42.8

An even more striking disparity occurred in high-salaried protective service jobs which were held by more than one-fourth of the men but only 1.4 percent of the women.

Nearly 57 percent of the black employees worked in relatively low-salaried service/maintenance and para-professional jobs, compared with 22.3 percent of the whites. As usual, there was a sharp contrast in protective service occupations; 23.3 percent of the white employees held such jobs but only 7.1 percent of the blacks.

State and local governments in the Cleveland area hired 4,000 employees between July 1, 1973 and June 30, 1974. The hiring rate was 13 percent of the June 1974 level of employment. Although more than half of the new hires were women, half of the newly hired female employees were recruited for low-salaried para-professional and clerical jobs. Women also were only 8.6 percent of the new hires in protective service occupations. These two factors somewhat negated the good showing women made in professional occupations where they accounted for 54.7 percent of the new hires (but where median salaries for women were $1,700 less than their male counterparts).

Blacks constituted 27 percent of the new hires, comparable to their overall participation in full-time government employment and well above their incidence in Cleveland's labor force. However, more than three-fourths of the newly hired blacks were hired for the lowest-salaried occupations--para-professionals, office/clerical and service/maintenance.

Women earned less than men in every occupational category in Cleveland area governments. The median salary for full-time female employees was $7,600, 68 percent that of men. This was even lower than the nationwide ratio of 73 percent. The largest discrepancies between men's and women's median salaries occurred in skilled craft and technician occupations where

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, Cleveland SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	9,953	10,764	8,454	11,200	11,740	9,518	7,571	7,852	7,248
Officials/administrators	14,062	14,458	12,707	14,606	14,991	12,953	12,293	12,330	12,092
Professionals	11,927	12,071	11,201	12,883	13,140	11,275	11,058	10,956	11,164
Technicians	10,511	11,016	8,579	11,474	11,704	9,828	7,987	8,245	7,601
Protective service	13,131	13,237	10,687	13,153	13,245	11,063	9,906	12,200	8,500
Para-professionals	8,041	8,468	7,629	9,693	9,477	10,209	7,048	7,210	6,933
Office/clerical	7,229	7,285	7,123	8,163	8,332	7,609	7,070	7,073	7,068
Skilled craft	11,399	11,625	9,789	11,519	11,666	10,407	7,205	7,750	7,032
Service/maintenance	8,654	8,863	8,415	9,088	9,055	9,132	6,898	7,007	6,861

women's annual pay was lower than men's by $4,300 and $3,500 respectively. Black female professionals had higher median salaries than white female professionals, both overall and in nearly every government function in which black women participated.

The salary difference between black and white government employees in the Cleveland area was also lower than the comparable national figure. The black median salary in Cleveland was 79 percent that of whites; nationally blacks earned 84 percent as much as whites. Black median salaries were less than those of whites in every occupational category. The largest disparities occurred in technician and protective service occupations, for which blacks were paid, respectively, $2,400 and $2,600 less than whites.

DETROIT, MICHIGAN

Summary of Findings

*** In 1974, blacks in EEOC-surveyed private industry in the Detroit SMSA were underrepresented in all white-collar jobs and in the blue-collar skilled craft category in relation to their incidence in the civilian labor force.

*** Blacks in private industry were most highly concentrated in low-prestige operative and service worker occupations. This was true even in the high-paying manufacturing industries.

*** Women's share of employment in private sector establishments surveyed by the EEOC in 1974 remained substantially below their incidence in the civilian labor force. Women were concentrated in office/clerical positions, and were all but excluded from the highest paid white-collar and blue-collar jobs.

*** The level of female employment in the ten largest EEOC-surveyed private industries varied inversely with the average earning levels in the industries.

*** Although black representation was high in State and local government employment, it was most often in low-paid occupations--service/maintenance in full-time employment and para-professional in non-full-time.

*** Women's participation in State and local government was higher than their incidence in the civilian labor force. However, women were highly concentrated in the low-paying office/clerical worker category.

*** Overall, and in most occupational categories, median annual salaries were lower for blacks than for whites. Overall, and in each occupational category, median annual salaries were lower for women than for men.

Area Characteristics

Detroit took its name from the French word for "strait" because it was located on the water link between Lake Erie and Lake St. Charles. The metropolis is situated on what today is the world's busiest inland waterway, the Detroit River.

The Detroit SMSA, the fifth largest in the United States, consists of six counties (Lapeer, Livingston, Macomb, Oakland, St. Clair, and Wayne). The area's population was 4.4 million in 1974 remaining unchanged from the 1970 Census count. The city proper, Michigan's largest, declined in population from 1,670,000 in 1960 to 1,511,000 in 1970 (10 percent) and, according to Census estimates, is continuing to decline.

Table 1. Population in the Detroit SMSA and the City of Detroit, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	4,431,000	100.0
Black	757,000	17.1
Other minorities	81,000	1.8
City of Detroit		
Total	1,511,000	100.0
Black	652,000	43.1
Other minorities	42,000	2.8

Source: U. S. Bureau of the Census.

The population of the Detroit SMSA was 17 percent black in 1970. Blacks were heavily concentrated in the city of Detroit, where they were 43 percent of the population. Between 1960 and 1970, there was a dramatic shift in the city's white/black ratio from 2.5:1 in 1960 to 1.3:1 in 1970; the number of whites decreased by 29 percent while the black population increased by 37 percent.

Completion of the Erie Canal in 1825 opened an inexpensive water transportation route from New York to the Northwest and made Detroit an important commercial center. Detroit has been nicknamed the "Motor City", since area plants produce one-fourth of the nation's cars and trucks. Over one-third (35 percent) of all employees in the area work in manufacturing and two-fifths of these in transportation equipment industries. Five percent of all nonagricultural workers in the SMSA were employed by State and local governments.

As a result of the large concentration of workers in heavy industry, unemployment in the area is subject to marked cycles. When the automobile industry is at high production levels, unemployment tends to be low, as in December 1973 when the jobless rate reached its lowest point (5.4 percent) since 1970. Conversely, in February 1975, the inability of newcomers to Detroit to find anticipated jobs in an area already affected by vast layoffs in heavy industries resulted in the very high unemployment rate of 16.4 percent--the highest rate since August 1958. Since 1970, the Detroit unemployment rates have been consistently above the national rates. In 1975, the annual average unemployment rate was 13.1 percent compared with 8.5 percent nationally.

Civilian Labor Force and Surveyed Employment

In EEOC-surveyed State and local government in 1974, women participated at a rate (39 percent) slightly higher than their 36 percent share of the civilian labor force and significantly higher than their rate in the surveyed private sector (28 percent). Blacks' participation in State and local government employment was about 29 percent, a rate far exceeding both their incidence in the labor force(16 percent), and their proportion of private sector employment (19 percent). However, as is detailed below, blacks and women in both types of employment were underrepresented in the better paying occupations.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Detroit SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	60.7	85.5
Total: Number	1,875,000	860,000	82,000
Percent	100.0	100.0	100.0
All women	35.5	28.0	38.8
Blacks	16.3	18.8	29.2
Women	6.7	5.9	11.6
Other minorities	1.7	1.8	1.3
Women	.6	.5	.6

Source: Michigan Employment Security Commission, U.S. Bureau of the Census and EEOC.

Employment of Women and Minorities in the Private Sector

The position of women in surveyed private employment in the Detroit labor market changed only slightly between 1970 and 1974, according to EEO-1 reports. In the latter year, reports were received from 2,900 establishments employing 860,000 persons, covering about three-fifths of total private, non-farm employment. Changes in female participation from 1970 to 1974 were slight, the largest being in the low-skilled service worker category where their share of total employment rose 4 percentage points to 49 percent. Women continued to be represented at rates well below their total rate in high-paying jobs and above their total rate in low-paying jobs. (See table 3.)

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Detroit SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes-sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera-tives	Laborers	Service Workers
Total number	70	800,268	72,247	64,640	33,254	62,786	127,478	102,352	221,205	54,718	61,588
	74	860,383	89,505	81,506	42,989	57,778	133,557	104,835	240,596	51,736	57,881
Men	70	72.6	90.7	81.7	79.8	51.2	26.8	97.9	86.9	78.4	55.7
	74	72.0	90.9	80.3	78.0	52.0	23.9	97.9	85.6	75.5	51.4
Women	70	27.4	9.3	18.3	20.2	48.8	73.2	2.1	13.1	21.6	44.3
	74	28.0	9.1	19.7	22.0	48.0	76.1	2.1	14.4	24.5	48.6
White	70	80.0	95.6	93.5	89.1	92.1	84.3	91.6	67.1	63.0	62.8
	74	79.4	93.9	92.2	87.9	91.6	81.2	89.8	65.6	68.8	64.8
Men	70	58.3	87.2	77.8	75.6	48.2	23.2	90.1	57.2	47.8	37.5
	74	57.9	85.9	75.8	71.9	48.4	20.5	88.1	55.8	51.0	34.7
Women	70	21.7	8.4	15.7	13.4	43.8	61.1	1.5	9.9	15.2	25.4
	74	21.5	8.0	16.4	16.0	43.2	60.7	1.7	9.7	17.7	30.2
Black	70	18.9	3.9	4.8	9.4	7.4	14.9	7.4	31.5	34.4	36.0
	74	18.8	5.3	4.3	9.9	7.6	17.2	9.0	32.7	28.5	33.7
Men	70	13.4	3.1	2.6	3.3	2.7	3.3	6.8	28.4	28.5	17.6
	74	13.0	4.3	2.6	4.2	3.1	3.0	8.6	28.3	22.5	15.9
Women	70	5.4	.7	2.1	6.1	4.8	11.5	.5	3.1	5.9	18.3
	74	5.9	1.0	1.7	5.6	4.5	14.2	.4	4.4	6.1	17.8

Blacks experienced no change in their overall representation between 1970 and 1974. However, their participation decreased slightly among professionals, so that by 1974 they held only 4 percent of the jobs in that well paying category. Black representation also fell in the low-paying service worker and laborer categories. The number of black laborers declined by 22 percent, thereby dropping their share of total laborer jobs 6 percentage points. Nevertheless, blacks were still a disproportionate 29 percent(relative to their 16 percent incidence in the labor force) of the poorly paid laborers. In 1974, blacks held proportions of employment at least equal to their overall civilian labor force rate in only three other job categories, all generally low-paying--office/clerical, operative, and service worker.

Employment for women in Detroit's private sector most often meant office/clerical work, as shown in table 4. Of every 100 female employees, 42 were office and clerical workers in 1974,

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Detroit SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	860,383	619,617	240,766	683,352	162,174
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.4	13.1	3.4	12.3	2.9
Professionals	9.5	10.6	6.7	11.0	2.2
Technicians	5.0	5.4	3.9	5.5	2.6
Sales workers	6.7	4.8	11.5	7.7	2.7
Office/clerical workers	15.5	5.1	42.2	15.9	14.2
Craft workers	12.2	16.6	.9	13.8	5.8
Operatives	28.0	33.2	14.4	23.1	48.6
Laborers	6.0	6.3	5.3	5.2	9.1
Service workers	6.7	4.8	11.7	5.5	12.0

compared with 5 of every 100 men. Small proportions of women compared with men were employed in the occupations which provide relatively good pay and career satisfaction--only 3 percent of the women as compared with 13 percent of the men worked as officials and managers, 7 compared with 11 percent as professionals, and 1 compared with 17 percent as craft workers. Black women were less favorably distributed than white women; only 5 percent of all black women compared with 11 percent of all white women were in those three job categories.

The occupational distribution of blacks in 1974 was considerably different from that of whites. Half of all blacks were concentrated in the operative category. About twice the proportion of blacks as whites (70 compared with 34 percent) were operatives, laborers, or service workers. Only 5 of every 100 blacks, compared with 23 of every 100 whites, were managers or professionals.

Detroit area industries, like occupations, seemed to be characterized by considerable stereotyping according to sex. The participation rates of women in the ten largest industries varied inversely with average earnings levels. The highest female participation rates were in those industries with the lowest average earnings--health services (81 percent) and retail trade/general merchandise (65 percent). Women participated at low rates in four areas of manufacturing with high pay rates--primary metals (11 percent), transportation equipment (13 percent), machinery/electrical and electronic equipment (17 percent), and fabricated metal products (17 percent).

The relationship between industry earnings and participation rates was less clear-cut for blacks. Blacks, like women, had their highest participation rate in the low-paying health services industry (28 percent). Unlike women, blacks were fairly well represented in all of the area's well-paying manufacturing industries. Nevertheless, in these industries blacks experienced limited access to white-collar job categories and were channelled to service jobs and to the lower paid of the blue-collar jobs. The proportions of all blacks who were operatives in Detroit's major manufacturing industries ranged from 57 percent in fabricated metal products to 78 percent in transportation equipment. While operatives in heavy industry receive moderately high pay, they are at the lower end of the heavy industry pay scale. They also perform under less than ideal working conditions, without substantial opportunities for advancement. In every one of the four areas of heavy industry, significantly smaller proportions of whites were employed as operatives.

Table 5. Participation Rates of Surveyed Employees in the Nine Largest Industries in the Private Sector, by Sex and Race, Detroit SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Black
Total, all industries	866,600	28.0	18.8
Transportation equipment	246,400	12.7	26.3
Machinery and electronic equipment	93,700	16.7	15.5
Health services	54,000	81.1	28.0
Primary metal industries	47,200	11.0	17.9
Business services	46,200	34.2	25.5
General merchandise stores	33,900	64.5	10.3
Wholesale trade-durable goods	33,800	22.1	8.8
Fabricated metal products	22,300	16.5	19.7
Food stores	22,172	40.8	7.0

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey of State and local governments (excluding schools), women were employed at a rate roughly equal to, and blacks were employed at a rate much greater than, their proportions of the civilian labor force. Both groups, however, were severely limited in the occupations filled and salaries paid. Data from the EEO-4 reports of 54 jurisdictions were used to project this employment analysis. EEO-4 reports were received from the State of Michigan, five counties, municipalities varying in size from 5,000 to 1.5 million persons, townships, and special districts. Women were 37 percent of the 67,110 full-time employees surveyed, and 48 percent of the 14,686 other than full-time (part-time and/or temporary) workers. While blacks were 31 percent of the full-time employees, they were only 23 percent of the non-full-time workers.

The participation of women among full-time employees in the various functions of government ranged from about 2 percent of

Table 6. Participation Rates and Median Annual Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race, Detroit SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Black
Total	$ 11,601	67,110	36.8	30.6
Hospitals and sanatoriums	9,530	13,308	72.1	33.8
Police protection	14,425	10,896	8.0	14.0
Financial administration	11,295	9,617	48.3	25.9
Utilities and transportation	11,542	5,602	8.2	48.9
Public welfare	10,365	4,389	76.4	47.6
Fire protection	14,714	4,018	1.5	9.6
Sanitation and sewage	11,376	3,715	2.1	51.7
Streets and highways	11,485	3,366	7.6	14.6
Natural resources	11,009	2,628	15.2	32.0
Health	11,328	2,103	63.5	34.5
Corrections	11,671	1,328	32.2	27.0
Housing	12,501	1,282	23.9	42.2
Other 1/	N/A	4,858	23.8	39.2

1/ Other includes community development, employment security and other miscellaneous functions.

the sanitation and sewage and fire protection employees to 76 percent of those in the relatively low-paying public welfare function. Although women dominated public welfare in terms of numbers, in terms of type of occupation they did not. A smaller proportion of women (28 percent) than men (44 percent) held highly paid professional jobs. On the other hand, a greater proportion of women (29 percent) than men (5 percent) were relegated to clerical positions. As a result, the overall median annual salary for women working full-time in public welfare was $1,400 less than that for men.

Blacks were not well represented in the two functions with the highest median salaries. Although 16 percent of the labor force and 31 percent of government employment, blacks were only 10 percent of the fire protection employees and 14 percent of the police protection employees. In these two functions, blacks earned $2,700 and $1,400 less per year, respectively, than white employees. Blacks participated at their highest rates in sanitation and sewage (52 percent) and utilities and transportation (49 percent), both of which had moderate overall median annual salaries.

Although women were 36 percent of the civilian labor force, they were represented at that rate or higher in only half of the EEO-4 surveyed occupations. In the low-paying para-profes-

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race, Detroit SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	67,110	100.0	68.2	30.6	36.8	22.1	14.1
Officials/administrators	2,263	100.0	90.4	8.5	19.4	16.5	2.8
Professionals	11,198	100.0	79.2	17.2	45.9	32.4	11.5
Technicians	7,179	100.0	70.5	28.3	43.9	23.4	20.0
Protective service	12,005	100.0	85.3	14.4	2.7	1.7	1.0
Para-professionals	5,520	100.0	49.2	49.2	65.5	29.5	35.0
Office/clerical	11,472	100.0	64.9	34.4	84.9	55.0	29.3
Skilled craft	4,351	100.0	74.0	25.2	1.0	.4	.6
Service/maintenance	13,122	100.0	46.8	52.4	17.0	7.3	9.6

sional and office/clerical occupations, they comprised 66 percent and 85 percent, respectively, of all employees. There were only 45 women, representing 1 percent of the employment, in the relatively well-paying skilled craft category. Those few women earned a median annual salary $2,800 lower than their male counterparts.

Blacks were underrepresented compared to their incidence in the labor force in the two occupations with the highest median annual salaries--officials/administrators and protective service workers. Instead, they held about half of the low-paying para-professional and service/maintenance jobs.

More than half of all women were para-professionals or office/clerical workers as compared with about one-tenth of the men. (See table 8 .) Only 1 percent of the women but 28 percent of the men were in the protective service category, which consists mainly of police officers and firefighters.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Race Detroit SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	67,110	42,423	24,687	45,743	20,507
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.4	4.3	1.8	4.5	.9
Professionals	16.7	14.3	20.8	19.4	9.4
Technicians	10.7	9.5	12.8	11.1	9.9
Protective service	17.9	27.5	1.3	22.4	8.4
Para-professionals	8.2	4.5	14.7	5.9	13.2
Office/clerical	17.1	4.1	39.4	16.3	19.2
Skilled craft	6.5	10.2	.2	7.0	5.4
Service/maintenance	19.6	25.7	9.0	13.4	33.5

A much smaller proportion of the blacks than the whites held positions of leadership. Only one of every ten blacks, but one of every four whites, were administrators or professionals. Continuing the imbalance, 19 of every 100 whites, but 47 of every 100 blacks were low-paid para-professional or service/maintenance workers.

State and local governments in the Detroit area hired 7,345 full-time employees between July 1, 1973 and June 30, 1974. The number of new hires was 11 percent of the June 1974 level of full-time employment. Approximately half (52 percent) of the hires were women. Women were 59 percent of the newly hired professionals, although about two-thirds of these women entered hospitals and sanatoriums or the public welfare field where median salaries for women professionals were relatively low. Women were also 64 percent of the technicians, 60 percent of the para-professionals and an overwhelming 91 percent of the office/clericals. Well over half (56 percent) of all newly hired women held para-professional or office/clerical positions, while about one-sixth of the men held similar positions.

Blacks were 35 percent of the new hires. However, they were hired at rates lower than that in all job categories except para-professional and service/maintenance. Only 10 percent of those hired into the top-paying official/administrator category were blacks. They were hired at their highest rate (58 percent) in service/maintenance. In fact, one of every three blacks was hired for this category, as compared with about one of every eight white employees or one of every five employees. The hiring of blacks at low rates in the better paying occupations perpetuated their underrepresentation in these occupations.

Overall, women received a median salary of $9,600 per year, three-fourths the amount earned by men. In fact, in every occupational category in State and local government women were paid lower salaries. (See table 9.) The largest discrepancy occurred in the top-paying category, i.e., the official/administrator category, where women's median annual salary of $14,100 was only 69 percent that of men. Even in medium-to-low earnings occupations such as technician and service/maintenance, women earned only three-fourths as much as men. Women's median salaries were close to those of men only in the female-dominated para-professional category where the difference was only $700. (See table 9.)

A comparison between the overall median annual salaries of whites and blacks indicated that blacks earned about $1,800 less than whites or 86 percent as much. In the professional category, blacks earned $1,700 less per year or 88 percent as much as whites. Black women and white women were paid comparable overall median annual salaries. Blacks men, however, received $2,400 less per year than white men, or 83 percent as much.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, Detroit SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$11,601	$12,293	$10,534	$12,730	$13,613	$11,257	$ 9,591	$ 9,598	$ 9,538
Officials/administrators	19,471	19,384	20,128	20,487	20,390	21,318	14,145	13,864	17,265
Professionals	14,067	14,428	12,740	16,216	16,473	14,982	12,289	12,348	12,167
Technicians	11,643	12,149	10,958	13,225	13,555	11,885	9,934	9,553	10,566
Protective service	14,294	14,441	13,193	14,335	14,466	13,315	11,727	12,036	11,182
Para-professionals	8,853	8,513	9,107	9,302	9,280	9,312	8,593	7,866	9,028
Office/clerical	9,132	9,102	9,188	10,842	11,010	10,551	8,927	8,877	9,017
Skilled craft	12,042	12,201	11,708	12,063	12,215	11,742	9,219	9,000	9,368
Service/maintenance	10,507	10,656	10,372	10,849	10,992	10,712	8,163	7,434	8,766

EL PASO, TEXAS

Summary of Findings

*** The dominant manufacturing industry, apparel, paid some of the lowest wages in the area and employed disproportionately high numbers of persons of Hispanic origin and women. Despite their numbers, Hispanics and women were substantially underrepresented in the industry's highest paying jobs.

*** Hispanics constituted 56 percent of the labor force in El Paso, but they held more than four-fifths of the blue-collar jobs in the surveyed private sector. Hispanic representation in the highest paying jobs was low.

*** The participation rates of women in the private sector were lowest in the official/manager and craft worker categories. In contrast, three-quarters of all clerical workers were female. As a result of the very large number of female machine operators in the apparel industry, women accounted for the majority of operatives in private industry -- a highly unusual occurence.

*** In State and local government, Hispanics were also employed at a level considerably above their incidence in the labor force. In the two highest salaried occupations--officials and professionals--Hispanics were substantially under-represented.

*** Women held less than 1 percent of the skilled craft jobs and only 3 percent of the protective service jobs in State and local government, positions which were moderately high-paying in 1974. Female participation in the two highest-paying occupations was also well below their labor force incidence.

*** Hispanic government workers, on the average, earned less than whites in each job category except protective service, where their salaries were nearly identical. However, Hispanics were only half as likely as whites to be employed as protective service workers.

*** The median annual salaries of female government workers were below those of men in each occupational category. The differences were greatest in the highest paying occupations and in the para-professionals category.

Area Characteristics

El Paso, the largest city on the border between the United States and Mexico, is a major port of entry. Each year, some 30 million border crossings are reported in this city in extreme western Texas.

In 1536, Cabeza de Vaca crossed the Rio Grande River at the site of El Paso. The first permanent settlement was built on El Paso's present site in 1827. After the river was established as the border between the United States and Mexico in 1846, the El Paso area began to flourish as a major commercial and transportation center.

The El Paso SMSA, its boundaries coterminous with those of El Paso county, had a 1974 population of 410,000, an increase of

Table 1. Population in the El Paso SMSA and the City El Paso by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	359,000	100.0
Hispanic	204,000	56.9
Other minorities	13,000	3.6
City of El Paso		
Total	322,000	100.0
Hispanic	187,000	58.1
Other minorities	10,000	3.1

Source: Bureau of the Census.

14.1 percent over the 1970 Census count. Hispanics, the dominant minority group in the area, comprised about 57 percent of the population of both the SMSA and the city of El Paso. Other minorities, mainly blacks, accounted for 3.9 percent of the area's population.

Trade and services are the major sources of employment in the El Paso SMSA, followed by manufacturing. The area apparel industry accounts for more than half of the manufacturing jobs. Few workers in El Paso are employed in the generally higher paying durable goods manufacturing industries, the most important of which are copper smelting and refining, and the production of cement and other building materials. Nationally, only 7 percent of manufacturing employees are in the apparel industry; 60 percent work in durable goods industries. Public employment is another important part of economy of the SMSA; almost one-fifth of all area employees worked in government, the same proportion as in the nation as a whole.

Unemployment in the El Paso SMSA from 1970 through 1975 was generally substantial and above the national average. The area's peak jobless rate during the six-year period was 8.9 percent in 1975; the national rate in 1975 was somewhat lower at 8.5 percent. A severely depressed contract construction industry contributed to a sharp rise in unemployment in 1974 and 1975.

Civilian Labor Force and Surveyed Employment

In 1974, approximately 113,000 persons were in the civilian labor force in El Paso. Women accounted for 39.5 percent of the total and Hispanics, 55.6 percent. The participation rate of women in the EEOC-surveyed private sector exceeded their overall rate in the labor force, while they were substantially underrepresented in State and local government employment. Hispanics were 55.6 percent of the labor force, but about 64 percent of both private and State and local government employment.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, El Paso SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	45.0	95.0
Total: Number	113,000	45,000	5,000
Percent	100.0	100.0	100.0
All women	39.5	45.2	27.0
Hispanics	55.6	64.0	63.2
Women	21.1	32.1	16.1
Other minorities	2.8	2.3	3.0
Women	1.4	1.2	1.4

Source: Texas Employment Commission and Equal Employment Opportunity Commission.

Employment of Women and Minorities in the Private Sector

The private sector surveyed by EEOC in 1974 accounted for approximately 45 percent of nonagricultural employment in the SMSA. In that year, EEO-1 reports were filed by 262 establishments with a total of 45,000 employees. The overall participation rate of women was virtually unchanged at about 46 percent in both 1970 and 1974. (See table 3.) In both years, women were substantially underrepresented as high-paid managers and

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, El Paso SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	37,317	2,583	1,624	1,161	3,112	5,097	4,127	14,035	2,271	3,307
	74	45,463	3,950	2,283	1,573	4,685	6,426	4,673	15,275	2,802	3,796
Men	70	53.3	86.4	68.6	62.1	43.4	26.2	78.0	46.0	85.4	45.9
	74	54.8	85.7	63.5	63.7	53.1	24.5	87.1	45.1	83.7	44.6
Women	70	46.7	13.6	31.4	37.9	56.6	73.8	22.0	54.0	14.6	54.1
	74	45.2	14.3	36.5	36.3	46.9	75.5	12.9	54.9	16.3	55.4
White	70	33.7	77.9	83.1	57.3	51.0	63.3	33.7	9.1	8.0	26.3
	74	33.7	71.9	75.9	55.4	48.4	50.8	34.2	8.7	21.5	21.3
Men	70	21.0	69.3	59.5	41.1	25.5	17.1	30.8	7.5	7.8	12.8
	74	21.7	62.7	49.9	37.9	28.9	12.4	31.5	7.1	20.1	10.6
Women	70	12.7	8.6	23.6	16.2	25.5	46.2	3.0	1.6	.2	13.5
	74	11.9	9.1	26.0	17.5	19.5	38.4	2.7	1.6	1.4	10.6
Hispanic	70	63.9	20.4	15.1	38.8	46.8	35.0	63.5	89.1	89.3	67.9
	74	64.0	26.4	21.3	40.6	49.2	46.9	64.1	89.5	76.8	73.3
Men	70	30.9	15.6	8.1	19.6	17.0	8.8	44.5	37.4	75.0	30.0
	74	31.9	21.5	12.5	24.1	23.2	11.6	54.0	37.1	62.0	31.6
Women	70	33.1	4.8	7.0	19.3	29.8	26.2	18.9	51.7	14.3	37.8
	74	32.1	4.9	8.8	16.5	25.9	35.3	10.1	52.4	14.7	41.6

as craft workers. 1/ In contrast, women accounted for about half of all sales workers and service workers--two occupational categories in which women generally hold very low-paying jobs. The proportion of female sales workers declined by almost 10 percentage points between 1970 and 1974, while the female participation rate in the service category remained about the same. Women constituted 75 percent of the clerical workers and 55 percent of the operatives in 1974; these jobs are usually in the middle of the salary range.

Although the labor force incidence of Hispanic women in El Paso was 21 percent, more than half of all operatives in the private sector in 1974 were Hispanic women, according to EEO-1 reports. More than 90 percent of these female Hispanic operatives were in the apparel industry, probably the lowest paying major industry in the El Paso area. White women, who comprised 17 percent of the El Paso labor force, held less than 2 percent of the operative jobs. But 26 percent of professionals were white women, while only 9 percent were Hispanic women.

Between 1970 and 1974, the participation rate of Hispanics increased in eight of the nine occupational categories; the exception was the low-paid laborer category. Although their participation as officials and professionals improved substantially during the five-year period, Hispanics remained highly underrepresented in both categories (1974 rates of

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1/ The underrepresentation prevailed despite a substantial overstating of the numbers of female and Hispanic craft workers in the El Paso SMSA in both 1970 and 1974. Several employers incorrectly reported sewing machine operators as craft workers, thereby inflating the craft category and somewhat diminishing the importance of the much larger operatives group. Employment data in this study were not adjusted for these errors.

26.4 percent and 21.3 percent, respectively). In 1974, Hispanics held more than four-fifths of the blue-collar jobs; nine of every ten operatives were Hispanic. 2/

In 1974, forty of every 100 women in the El Paso area were operatives, predominantly in the apparel industry. (See table 4.) Men accounted for 28 percent of the operatives, but only one-third of the male operatives held jobs in apparel. Women were also concentrated in the clerical category, while few men were clerical workers. Very small proportions of the women held the highest paying managerial or professional jobs.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, El Paso SMSA, 1974

	All Employees			White	Hispanic
Occupation	Total	Men	Women		
Total number	45,463	24,901	20,562	15,310	29,093
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	8.7	13.6	2.7	18.5	3.6
Professionals	5.0	5.8	4.1	11.3	1.7
Technicians	3.5	4.0	2.8	5.7	2.2
Sales workers	10.3	10.0	10.7	14.8	7.9
Office/clerical workers	14.1	6.3	23.6	21.3	10.4
Craft workers	10.3	16.3	2.9	10.4	10.3
Operatives	33.6	27.7	40.8	8.7	47.0
Laborers	6.2	9.4	2.2	3.9	7.4
Service workers	8.3	6.8	10.2	5.3	9.6

2/ See footnote 1, *supra*.

Almost 72 percent of the whites were employed in white-collar positions, while slightly more than 74 percent of Hispanics were in blue-collar or service positions. Only four of every 100 Hispanics were managers and two of every 100, professionals. The ratio of white managerial employees to all white employees was four times greater than the Hispanic ratio, and the ratio of white professionals to all whites was five times greater.

Participation rates of women in the ten largest industries as reported to EEOC were highest in industries with the lowest wages--health services (75 percent of the workers were women), apparel manufacturing (68 percent) and general merchandise stores (66 percent). Women held proportionately the fewest jobs in the primary metal industries and trucking/warehousing, two of the highest paying industries.

An extraordinary 92 percent of the employees in the apparel industry were Hispanic. Although Hispanics held virtually all the blue-collar and service jobs in this industry and more than 80 percent of the clerical jobs, they were substantially underrepresented in each of the remaining job categories--as managers, professionals, technicians, and sales workers. The Hispanic participation rate was also very high in the primary metal industries--74 percent of the employees were Hispanic, compared with a 55.6 percent Hispanic incidence in the labor force. However, Hispanics in primary metals were concentrated in relatively low-paying (for this industry) operatives jobs. The participation rates of Hispanics were very low in four industries--electric, gas, and sanitary services; communication; banking; and trucking and warehousing.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race/Ethnic Group, El Paso SMSA, 1974

Industry	Total Employment	Participation Rates	
		Women	Hispanic
Total, all industries	45,500	45.2	64.0
Apparel and other textile products	12,700	68.4	91.7
Health services	4,300	75.2	56.2
General merchandise stores	3,700	65.5	58.2
Electric, gas and sanitary services	3,000	26.3	27.5
Primary metal industries	2,600	2.7	73.6
Food and kindred products	1,800	21.5	76.8
Food stores	1,500	31.1	52.6
Communication	1,400	49.1	32.1
Banking	1,200	55.1	36.3
Trucking and warehousing	1,000	9.3	41.3

Employment of Women and Minorities in State and Local Government

Data projected from EEO-4 reports from the State of Texas and local government jurisdictions in the El Paso SMSA covered about 95 percent of State and local government employees in the area. Women comprised 27.0 percent of full-time employees, but 39.7 percent of part-time or temporary workers. The proportion of Hispanic workers was also lower in full-time employment--63.2 percent compared with 72.6 percent.

In 1974, both women and Hispanics were substantially underrepresented in State and local government's largest function, police/fire protection. Median salaries for employees in this function are among the highest in the El Paso area. Financial administration was the only function in which female participation was close to the 39.5 percent female proportion of the labor force. The participation of Hispanics in every function shown in table 6, other than police/fire protection, was above their labor force incidence of 55.6 percent.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race, El Paso SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Hispanic
Total	$ 7,537	5,282	27.0	63.2
Police/fire protection	9,027*	1,245	7.8	40.7
Hospitals and sanatoriums/ health	N/A	753	70.8	63.2
Streets and highways	7,553	746	5.0	71.6
Financial administration	7,269	644	43.8	60.4
Public welfare	7,008	375	63.7	68.3
Natural resources	6,185	341	28.4	71.0
Other 1/	N/A	1,178	11.9	79.4

* Median salary applies to police protection function only; this function includes 64.3 percent of the employees in police and fire protection combined.

1/ Other includes community development, corrections, employment security, housing, sanitation and sewage and utilities and transportation, and other miscellaneous functions.

Only 3 of the 404 skilled craft workers in State and local government were women and only 3 percent of the protective service workers. In contrast, more than four of every five clerical workers were women, as were more than two of every five para-professionals. Hispanic women held even less favorable positions than white women. In the highest paying occupational categories, officials/administrators and professionals, the participation rates of Hispanic women were far below those of white women. The number of female Hispanic para-professional and clerical workers was more than twice the number of white women in these occupations, while female Hispanic service workers outnumbered their white female counterparts by 11 to 1.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, El Paso SMSA, 1974

Occupation	Both Sexes				Women		
	Total						
	Number	Percent	White	Hispanic	Total	White	Hispanic
Total	5,282	100.0	33.8	63.2	27.0	9.5	16.1
Officials/administrators	161	100.0	74.5	24.2	13.7	9.9	3.1
Professionals	731	100.0	59.5	36.4	30.6	19.7	9.0
Technicians	575	100.0	39.0	57.9	15.3	5.6	8.2
Protective service	848	100.0	52.7	44.1	3.1	1.5	1.4
Para-professionals	313	100.0	30.4	62.3	43.5	11.8	25.9
Office/clerical	992	100.0	30.8	67.1	82.5	25.2	55.4
Skilled craft	404	100.0	15.1	83.4	.7	0.0	.5
Service/maintenance	1,258	100.0	7.8	89.7	8.6	.6	7.0

Hispanics as a group held relatively small proportions of the administrator and professional positions (24.2 percent and 36.4 percent, respectively, compared with the Hispanic labor force incidence of 55.6 percent). But 90 percent of the service/maintenance workers and almost 35 percent of the skilled craft workers were Hispanics. Service/maintenance jobs in El Paso were among the lowest paying of State and local government jobs, and craft worker salaries, in most localities fairly high, were only slightly above the overall median.

Most of the women in State and local government were office and clerical workers, the lowest paid of the eight occupational groups. (See table 8.) Few women were craft workers, administrators, or protective service workers. The occupational distribution of men was very different from that of women: the largest concentration of men was in service/maintenance jobs (29.8 percent), followed by protective service (21.3 percent). Only 4.5 percent of the men were clerical workers.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race/ Ethnic Group, El Paso SMSA, 1974

	All Employees			White	Hispanic
Occupation	Total	Men	Women		
Total number	5,282	3,857	1,425	1,786	3,339
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.0	3.6	1.5	6.7	1.2
Professionals	13.8	13.1	15.7	24.4	8.0
Technicians	10.9	12.6	6.2	12.5	10.0
Protective service	16.1	21.3	1.8	25.0	11.2
Para-professionals	5.9	4.6	9.5	5.3	5.8
Office/clerical	18.8	4.5	57.4	17.1	19.9
Skilled craft	7.6	10.4	.2	3.4	10.1
Service/maintenance	23.8	29.8	7.6	5.5	33.8

One-third of the Hispanic employees were service/maintenance workers, compared with 5.5 percent of the whites. The proportion of Hispanics who were craft workers was three times the white proportion (10.1 percent compared with 3.4 percent). More than half of the whites were professionals or protective service workers, but only one-fifth of the Hispanics held these desirable jobs.

State and local governments in the El Paso area hired almost 750 persons between July 1, 1973 and June 30, 1974. The hiring rate was 14 percent of the June 1974 level of employment. Thirty-five percent of the new hires were women, an improvement over their 1974 share of government employment but still almost 5 percentage points below their labor force incidence. Women were hired at their greatest rates into job categories where female participation was already high--professionals, paraprofessionals, and clerical workers. The proportion of female, full-time professionals was below the incidence of women in the labor force, while the participation rates of female paraprofessionals and service workers were substantially above this overall rate.

Hispanics were 59.8 percent of new hires, somewhat above their proportion of the labor force (55.6 percent). The proportions of new hires who were Hispanic were high in those occupations in which the majority of full-time workers were Hispanic and low in those occupations with very few Hispanics, thereby reinforcing the ethnic/occupational stereotypes which persist in the El Paso area.

Women in State and local government in the SMSA earned less than men overall and in each occupational category. The median annual salary of female workers was $5,900 or 73 percent of the

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, El Paso SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Hispanic	Total	White	Hispanic	Total	White	Hispanic
Total	$ 7,537	$ 9,121	$ 6,924	$ 8,068	$ 9,728	$ 7,380	$ 5,882	$ 7,393	$ 5,514
Officials/administrators	14,427	14,625	13,750	14,816	15,000	14,000	11,750	11,667	12,500
Professionals	10,540	11,066	9,805	11,624	12,178	10,650	9,087	9,281	8,500
Technicians	9,905	10,563	9,357	10,439	10,938	10,022	5,647	5,500	5,958
Protective service	8,653	8,660	8,646	8,687	8,677	8,701	7,222	7,625	6,889
Para-professionals	6,661	8,577	5,990	8,446	9,789	7,692	5,451	6,417	5,274
Office/clerical	5,790	6,667	5,551	7,158	9,250	6,564	5,619	6,326	5,422
Skilled craft	7,691	9,056	7,574	7,703	9,056	7,584	5,500	-	N/A
Service/maintenance	6,069	6,545	6,072	6,262	6,750	6,244	5,009	5,143	5,000

median for men. The differences were greatest in the highest paying occupations (administrators, professionals, and technicians) and in the para-professionals category.

Hispanics in State and local government had a median annual salary of $6,900--76 percent of the white median. Hispanics earned less than whites in each job category except protective service, where their salaries were nearly identical. However, only 11 percent of the persons of Hispanic origin were protective service workers, compared with 25 percent of the whites. The largest salary discrepancy between Hispanics and whites was $2,600 in the low-paying para-professionals category.

FRESNO, CALIFORNIA

Summary of Findings

*** EEO-4 data for the Fresno SMSA provide evidence, once again, of the pattern of underrepresentation of Hispanic persons in State and local government employment. Although Hispanics constituted one of every five labor force participants, they were but 12.6 percent of the jurisdictions' employees.

*** Underrepresented in all but two of the functions of government, Hispanics fared particularly poorly in the high-salaried streets and highways and police protection functions and in the white-collar financial administration function.

*** Female participation in both private and public sector employment slightly exceeded the incidence of women in the civilian labor force of the SMSA. Women, however, were occupationally disadvantaged in both sectors. They held small proportions of craft, protective service, and official positions, while being overrepresented in clerical and para-professional jobs.

*** Employment opportunities for Hispanic persons in the private sector were limited in large part to operative and laborer jobs. Sixty-three of every 100 Hispanic workers, but only 23 of every 100 whites, were employed in these jobs.

*** Women in State and local government had lower median salaries than men in every occupational category. The median salaries of white government employees exceeded those of Hispanics in all occupations except the small category of para-professionals.

Area Characteristics

The Fresno SMSA, coextensive with the county of Fresno, is located in central California. The commercial and trading center of the San Joaquin Valley, the area is a part of the Central Valley, one of the richest agricultural regions in the United States. Crops, including grapes (for raisins and wine), cotton, almonds, figs, and citrus fruits, are grown in the surrounding areas and processed in Fresno plants.

The SMSA's estimated population in July 1974 was 439,000, an increase of 6.3 percent since the 1970 Census. The minority population of the SMSA is primarily Hispanic. In 1970, one of every four residents in the SMSA was a member of this ethnic group. Nationally, Hispanic persons were 4.3 percent of the

Table 1. Population in the Fresno SMSA and the City of Fresno, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	413,000	100.0
Hispanic	104,000	25.2
Other minorities	33,000	7.9
City of Fresno		
Total	166,000	100.0
Hispanic	30,000	18.0
Other minorities	20,000	12.0

Source: Bureau of the Census.

population. Blacks constituted 4.9 percent of Fresno's inhabitants and Asian Americans, 2.4 percent.

Contrary to the usual pattern of concentration of minorities in the central city, Hispanic persons constituted a smaller proportion of the inhabitants of the city of Fresno (18.0 percent) than they did of the SMSA (25.2 percent).

The important role of agriculture in the area's economy is indicated in 1970 Census data which shows that 12 percent of the employed persons in the SMSA worked in agriculture. Nationally, less than 4 percent of the population were so employed. On the other hand, manufacturing accounted for only 11.5 percent of the SMSA's total employment, while the national figure was 26 percent.

The annual average rate of unemployment in the Fresno area was substantial and above the national average from 1970 to 1975, at a level of at least 7 percent throughout this six-year period. Unemployment in the SMSA most nearly reflected national levels in 1975, when area unemployment was 9.0 percent and the national figure, 8.5 percent.

Civilian Labor Force and Surveyed Employment

Hispanic workers comprised 12.6 percent of the State and local government employees in the Fresno SMSA, a figure well below their incidence in the area's civilian labor force (19.7 percent). In contrast to the pattern in the public sector, Hispanics constituted one of every five reported employees in private industry. Women workers were about 38 percent of both the public and private sector employees surveyed by EEOC--a level of representation slightly above their incidence in the area's civilian labor force. Comparable rates of participation, however, were not attained in most of the better paying occupations.

Table 2. Participation Rates of Women in the Civilian Labor Force and EEOC Surveyed Employment, Fresno SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	34.0	98.0
Total: Number	212,000	37,000	12,000
Percent	100.0	100.0	100.0
All women	35.9	37.5	38.2
Hispanics	19.7	20.0	12.6
Women	6.2	6.3	4.5
Other minorities	6.8	6.7	8.8
Women	2.6	2.6	3.7

Source: California Employment Development Department and Equal Employment Opportunity Commission.

Employment of Women and Minorities in the Private Sector

In 1974, 37,000 persons were employed in the 290 establishments for which EEO-1 reports were filed. These workers constituted one of every three private nonfarm employees in the Fresno area. Women held 37.5 percent of the jobs in reporting establishments, an increase of 4.6 percentage points since 1970. (See table 3.) During the five-year period, 1970-1974, the participation rate of women increased in every occupational category except that of operative. One of the largest increases was among technicians. The proportion of women holding technicians jobs rose ten percentage points to 39.8 percent.

In 1974, women workers were most poorly represented in the well-paid craft category, holding less than 6 percent of the craft positions. The incidence of women in the labor force was more than six times as great. In Fresno, women fared well

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Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Ethnic Group, Fresno SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	30,742	2,643	1,434	947	3,207	5,218	3,787	6,442	4,998	2,066
	74	37,061	3,518	1,863	1,351	3,677	6,392	4,715	7,053	4,863	3,629
Men	70	67.1	87.7	59.9	70.2	60.5	26.2	97.1	78.6	77.8	41.9
	74	62.5	81.0	56.9	60.2	54.8	18.4	94.2	85.2	70.1	37.9
Women	70	32.9	12.3	40.1	29.8	39.5	73.8	2.9	21.4	22.2	58.1
	74	37.5	19.0	43.1	39.8	45.2	81.6	5.8	14.8	29.9	62.1
White	70	74.0	93.8	91.6	88.2	90.3	88.3	82.2	62.0	41.5	69.6
	74	73.3	92.4	90.3	81.0	87.1	85.4	79.9	60.1	41.4	68.2
Men	70	48.7	82.6	55.8	65.4	55.3	22.8	80.0	51.8	30.4	25.3
	74	44.7	75.2	51.0	50.4	48.4	15.0	74.9	53.3	27.7	25.2
Women	70	25.3	11.2	35.8	22.8	35.0	65.5	2.2	10.2	11.1	44.3
	74	28.7	17.2	39.3	30.6	38.8	70.4	5.0	6.7	13.8	43.0
Hispanic	70	19.4	3.8	4.2	5.8	5.8	6.8	13.0	31.9	45.8	17.6
	74	20.0	4.9	3.9	9.6	8.8	8.6	15.4	32.9	48.7	21.0
Men	70	14.0	3.3	2.0	2.4	3.0	2.2	12.5	22.5	36.8	9.5
	74	13.7	3.9	2.4	5.3	4.3	2.2	14.8	26.4	34.2	8.1
Women	70	5.4	.5	2.2	3.4	2.8	4.6	.5	9.4	9.1	8.1
	74	6.3	1.0	1.6	4.3	4.5	6.4	.6	6.5	14.5	12.8

in professional positions, as reported in the EEO-1 survey. Nationally, women held 28.7 percent of the professional jobs; in the Fresno SMSA, the figure was 43.1 percent.

Hispanic women constituted 6.3 percent of the private sector employees and white women, 28.7 percent. However, in the poorly paid laborer job category, Hispanic women actually outnumbered white female workers. Among the better-paid occupations, Hispanic women were only 0.6 percent of the craft workers, 1.0 percent of the officials, and 1.6 percent of the professionals.

The Hispanic participation rate rose only slightly from 19.4 to 20.0 percent between 1970 and 1974. Among the ocoupational categories, Hispanic levels of representation registered some increase in all but the professional category. Among professional workers, the Hispanic participation rates dropped from an already low 4.2 percent to an even more meager 3.9 percent. In 1974, Hispanic employees were represented at rates below their 20 percent incidence in the civilian labor force in every white-collar occupational category and in the craft occupations. In contrast, they held one-third of the operative jobs and nearly one-half of the laborer positions.

EEO-1 data indicate that one-half of the women working in the private sector in Fresno were employed as office/clerical or sales workers, compared with 14 percent of the men. (See table 4.) Six of every ten men, but only two of every ten women, worked in the blue-collar craft, operative, and laborer job categories. The distribution of Hispanic workers among the occupational categories compared unfavorably with that of whites. For example, only three of every 100 Hispanic workers in private industry held an official/managerial or a professional position, while 18 of every 100 white workers were employed. Employment opportunities for Hispanic persons were limited in large part to operative and laborer positions.

Based on EEO-1 reported employment, the participation rate of women in the health services, apparel, and banking industries was more than twice their incidence in the civilian labor force.

Table 4. Occupational Distribution of Surveyed Employees, in the Private Sector, by Sex and Ethnic Group, Fresno SMSA, 1974

Occupation	All Employees			White	Hispanic
	Total	Men	Women		
Total number	37,061	23,146	13,915	27,182	7,416
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	9.5	12.3	4.8	12.0	2.3
Professionals	5.0	4.6	5.8	6.2	1.0
Technicians	3.6	3.5	3.9	4.0	1.8
Sales workers	9.9	8.7	12.0	11.8	4.3
Office/clerical workers	17.2	5.1	37.5	20.1	7.4
Craft workers	12.7	19.2	2.0	13.9	9.8
Operatives	19.0	26.0	7.5	15.6	31.3
Laborers	13.1	14.7	10.5	7.4	31.9
Service workers	9.8	5.9	16.2	9.1	10.3

In addition, women constituted more than one-half the employees in general merchandise stores, insurance, and communication. Participation rates of women in these industries in Fresno generally paralleled their nationwide rates. With the exception of communications, each of the cited industries is characterized by below-average employee earnings. In communications, the earnings and advancement potential of women is severely limited by their concentration in office/clerical positions. Women had by far their poorest opportunity for employment in the nonelectrical machinery, industry, which has generally high wage rates. There they constituted only 6 percent of the reported workers.

Hispanic workers were a miniscule 3 percent of the area's communications workers, but they held slightly more than one-third of the reported jobs in the wholesale trade-nondurable goods and apparel industries.

Table 5. Participation Rates of Surveyed Employees in the Nine Largest Industries of the Private Sector, by Sex and Ethnic Group, Fresno SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Hispanic
Total, all industries	37,100	37.5	20.0
Health services	3,600	79.6	12.1
Food and kindred products	3,500	22.6	26.3
General merchandise stores	2,900	65.1	11.9
Wholesale trade-durable goods	2,000	32.2	21.1
Communication	1,800	53.1	2.8
Machinery, except electrical	1,600	6.4	21.1
Wholesale trade-nondurable goods	1,600	35.5	36.7
Banking	1,500	73.2	8.9
Apparel & other textile products	1,300	76.8	36.4

Employment of Women and Minorities in State and Local Government

Data projected from jurisdictions which filed EEO-4 reports in 1974 provided information for 98 percent of the SMSA's State and local government workers. EEO-4 employees in the area includ included 9,564 full-time and 2,342 part-time or temporary workers. Hispanics and women constituted larger proportions of the other than full-time work force than they did of full-time employment. Hispanics held 12.2 percent of the full-time jobs and 14.5 percent of the part-time/temporary positions. For women workers, the figures were 36.9 percent and 43.7 percent, respectively.

Almost one-quarter of the area's State and local full-time workers were employed either in the hospitals/sanatoriums or the health functions. Another 13 percent were in financial administration, and 11 percent in natural resources. Women comprised seven of every ten workers in the combined hospitals/sanatoriums and health functions and a near majority of the financial administration function employees. Women participated at low rates in those government functions composed primarily of service/maintenance workers (i.e., sanitation and sewage, utilities and transportation) or protective service employees (i.e., police protection).

Only in the sanitation and sewage and housing functions did Hispanics attain a level of employment equal to or in excess of their incidence in the civilian labor force. Hispanics' participation rates were particularly poor in the high-salaried

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Ethnic Group
Fresno SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Hispanic
Total	$ 10,285	9,564	36.9	12.2
Hospitals and sanatoriums/ health	N/A	2,199	69.7	13.4
Financial administration	10,059	1,239	47.1	7.9
Natural resources	11,512	1,092	8.8	14.4
Police protection	13,784	918	15.6	6.8
Streets and highways	12,033	766	10.6	6.0
Sanitation and sewage	9,474	566	5.7	27.4
Utilities & transportation	9,171	369	6.5	12.7
Housing	10,179	145	29.7	21.4
Other 1/	N/A	2,415	42.7	12.5

1/ Includes community development, employment security, corrections, fire protection, public welfare, and other miscellaneous functions.

streets and highways and police protection functions (6.0 and 6.8 percent, respectively) and in the white-collar financial administration function (7.9 percent).

Women held nine of every ten full-time office/clerical jobs and one-half of the para-professional positions. Median salaries in these occupational categories were the lowest in the SMSA, both nearly $3,000 below the $10,200 median salary of full-time workers in the area. In the well-paid officials/administrators category, women held only 13.5 percent of the jobs and none were occupied by Hispanic women. In craft jobs, women did not constitute even 1 percent of the workers. Again, not one of the jobs in this occupational category was held by an Hispanic woman.

Hispanic workers, as a group, were poorly represented in all but the service/maintenance and para-professional positions. Their employment was particularly limited as officials/administrators. Hispanic persons constituted less than 2 percent of the persons employed in these positions in State and local jurisdictions in the Fresno area, even though they comprised 20 percent of all the area's labor force.

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation, Sex and Ethnic Group, Fresno SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Hispanic	Total	White	Hispanic
Total	9,564	100.0	79.4	12.2	36.9	29.0	4.1
Officials/administrators	155	100.0	91.0	1.9	13.5	13.5	-
Professionals	2,308	100.0	85.3	6.0	32.2	27.2	1.7
Technicians	1,186	100.0	83.6	8.9	27.4	19.7	4.3
Protective service	964	100.0	91.1	6.2	3.2	3.0	.1
Para-professionals	398	100.0	56.8	26.4	49.0	29.1	9.8
Office/clerical	2,288	100.0	79.8	11.5	89.8	71.6	10.7
Skilled craft	840	100.0	88.1	9.2	.6	.6	-
Service/maintenance	1,425	100.0	57.6	28.8	10.6	7.3	1.5

Among the many disparities in the distribution of men and women among the occupational categories were their differing concentrations in protective service and craft positions. (See table 8.) While nineteen percent of Fresno's full-time governmental workers and 29.3 percent of its male full-time workers were employed either as protective service or craft workers, only 1 percent of the more than 3,500 women were employed in these occupational categories.

The median salary of State and local governmental workers in the Fresno SMSA was $10,300. Nearly two-thirds of the white employees worked in those occupational categories (officials/administrators, protective service, professional, skilled craft, and technician) where median salaries exceeded this figure. Only one-third of the Hispanic workers enjoyed employment in these occupations. More of the 1,200 Hispanic employees worked as service/maintenance employees than held jobs in these five occupational categories combined.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Ethnic Group, Fresno SMSA, 1974

	All Employees			White	Hispanic
Occupation	Total	Men	Women		
Total number	9,564	6,038	3,526	7,592	1,163
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	1.6	2.2	.6	1.9	.3
Professionals	24.1	25.9	21.1	25.9	12.0
Technicians	12.4	14.3	9.2	13.1	9.1
Protective service	10.1	15.5	.9	11.6	5.2
Para-professionals	4.2	3.4	5.5	3.0	9.0
Office/clerical	23.9	3.9	58.3	24.1	22.5
Skilled craft	8.8	13.8	.1	9.7	6.6
Service/maintenance	14.9	21.1	4.3	10.8	35.3

State and local governments in the Fresno SMSA hired some 2,200 persons between July 1, 1973, and June 30, 1974. The number of new hires was 23 percent of the June 1974 level of employment. Women were 44 percent of the new hires, a figure well-above their proportion of the civilian labor force--36 percent. Hiring for official, craft, and protective service workers during this one-year period did nothing to improve the employment opportunities of women. Of 154 individuals hired into these jobs, only one was a woman. Fourteen percent of the government new hires were Hispanics, a figure certainly not commensurate with their 20 percent incidence in the area's civilian labor force.

The median annual salary of women working full-time for the area's jurisdictions was $7,900, about 64 percent that of men. Women fared better nationally, earning 73 percent of the male median salary. In none of the eight occupational categories did women's median salaries match those of men.

The Hispanic employees of area governmental jurisdictions had a median salary in 1974 of $8,400, or 77 percent that of white employees. Again, in terms of the ratio of median salaries, the situation was better nationally, with the Hispanic median salary 84 percent that of whites. Only in one occupational category, the small para-professional group, was the Hispanic median higher than the white.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government, by Occupation, Sex and Ethnic Group, Fresno SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Hispanic	Total	White	Hispanic	Total	White	Hispanic
Total	$10,285	$10,949	$ 8,398	$12,259	$12,963	$ 9,154	$ 7,877	$ 8,016	$ 7,083
Officials/administrators	19,955	20,016	14,500	20,179	20,270	14,500	18,700	18,700	N/A
Professionals	13,481	13,638	12,695	14,744	14,969	13,167	11,743	11,745	11,891
Technicians	11,857	12,405	8,947	13,271	13,517	10,618	8,714	8,857	7,821
Protective service	13,811	13,836	13,730	13,877	13,904	13,770	9,407	9,250	N/A
Para-professionals	7,330	7,200	7,362	8,250	8,640	7,730	6,736	6,564	6,714
Office/clerical	7,333	7,412	6,835	8,098	8,195	8,000	7,273	7,346	6,787
Skilled craft	11,997	12,115	10,929	12,019	12,139	10,929	7,000	7,000	N/A
Service/maintenance	8,360	8,620	8,065	8,611	8,940	8,188	6,798	6,909	5,750

HOUSTON, TEXAS

Summary of Findings

*** Despite improvements between 1970 and 1974 in the participation of women, blacks and Hispanics in EEOC-surveyed private employment, black participation in 1974 was still slightly lower than their 18 percent share of the labor force. Women continued to be employed at a level far below their 37 percent incidence in the area's labor force.

*** Blacks, Hispanics and women were poorly represented in the better paying jobs in the private sector and were concentrated in less desirable, lower level occupations.

*** Female participation in the ten largest surveyed private sector industries in Houston varied inversely with the earnings levels of these industries. Blacks and Hispanics were employed primarily in service jobs in lower salaried industries.

*** Black and Hispanic State and local government employees were seriously underutilized in administrative and protective service occupations and consequently were employed in large numbers in less desirable service and maintenance jobs.

*** In the Houston area, female government employees were virtually excluded from well-paid protective service and skilled craft jobs and worked principally in poorly-paid clerical and para-professional occupations.

*** In every State and local government occupational category, median salaries were lower for blacks and Hispanics as compared with whites, and for women as compared with men.

Area Characteristics

Located 50 miles northwest of the Gulf of Mexico, the Houston SMSA comprises six counties--Brazoria, Fort Bend, Harris, Liberty, Montgomery and Waller. The second largest SMSA in Texas and the 13th in the nation, Houston was founded in 1836 and named after General Sam Houston, hero of the Texas war for independence from Mexico. The Houston area has the nation's largest concentration of petroleum, gas, chemical and metals industries. It is an important wholesale distribution center for the South and Southwest, and a major medical and technological center, the site of the Texas Medical Center and NASA's Manned Spacecraft Center.

An estimated 2.2 million persons resided in the Houston area in 1974, an increase of 11.2 percent since the 1970 Census. Blacks accounted for 19.5 percent of all residents in the area. Hispanics constituted an additional 10.6 percent of the population. There were even higher concentrations of both minority groups in the city of Houston; for example, one of every four city residents was black.

Table 1. Population in the Houston SMSA and the City of Houston, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	1,999,000	100.0
Black	390,000	19.5
Hispanic	213,000	10.6
Other minorities	15,000	.8
City of Houston		
Total	1,233,000	100.0
Black	317,000	25.7
Hispanic	150,000	12.1
Other minorities	12,000	.9

Source: Bureau of the Census.

Houston is fortunate among the nation's SMSAs in that it has not been significantly affected by the recent recession. Annual average unemployment in the Houston area was moderate and below the national average from 1970 through 1975. In November 1975 the unemployment rate for the SMSA was 5.2 percent and for the nation, 8.5 percent.' Petroleum and gas extraction, refining, and related industries have served to insulate the area from the worst effects of the recession.

Civilian Labor Force and Surveyed Employment

Women were 36.6 percent of the area's civilian labor force in 1974 but did not attain this level of participation in either the private sector or State and local government as surveyed by EEOC. Blacks, with an 18.4 percent share of the labor force, were somewhat underrepresented in the private sector. They did hold a fairly high proportion of government

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Houston SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	51.0	100.0
Total: Number	1,100,000	436,000	35,000
Percent	100.0	100.0	100.0
All women	36.6	29.6	32.7
Blacks	18.4	17.0	24.1
Women	8.2	6.1	10.6
Hispanics	9.0	9.6	8.8
Women	2.9	2.8	2.7
Other minorities	.6	.7	.3
Women	.2	.3	.1

Source: Texas Employment Commission and Equal Employment Opportunity Commission.

jobs, but these were principally in service/maintenance. The situation was reversed for the 9 percent of the area's labor force which was Hispanic; this minority group was slightly underrepresented in State and local government and was just above parity in the private sector.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed for 2,212 establishments in the Houston area employing 436,000 persons or about 51 percent of private nonagricultural employment. Despite some improvement in the level of female participation since 1970, women continued to be employed in the surveyed private sector at a level far below their incidence in the area's labor force. Even with gains in the five-year period, women were poorly represented in the best paid white- and blue-collar jobs, i.e., managers (9.8 percent), professionals (18.7 percent) and craft workers (3.3 percent). (See table 3). In contrast, approximately eight of every ten clerical workers and more than half of the service workers were women.

Blacks and Hispanics also increased their participation in the private sector between 1970 and 1974; however, this did not markedly improve their standing in the choice occupational categories. While blacks were 17 percent of reported employees and 18.4 percent of the labor force in 1974, they were less than 4 percent of the managers and professionals. On the other hand, nearly four of every ten laborers and service workers were blacks. Hispanics were similarly underutilized in the white-collar occupations and overrepresented in lower status and generally poorly paid operative, laborer and service worker jobs. For example, nearly one-fourth of the laborers were Hispanic although less than one-tenth of all reported employees belonged to this minority group.

Women, as usual, were limited to stereotyped clerical jobs in the Houston area with 43.5 percent of the reported women so employed. While less than 10 percent of the female employees were managers or professionals, one of every four men worked in these prime jobs. The occupational disparity between men

Table 3. Participation Rates of Surveyed Employees in the Private Sector by Sex and Race/Ethnic Group, Houston SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	337,678	32,746	31,966	20,337	31,755	62,220	55,670	54,858	24,299	23,827
	74	436,193	47,761	43,043	29,425	37,332	70,887	67,948	68,307	34,936	36,554
Men	70	71.9	91.9	85.1	79.6	59.3	24.2	97.9	87.3	88.0	48.7
	74	70.4	90.2	81.3	75.1	56.8	20.8	96.7	86.2	85.5	45.0
Women	70	28.1	8.1	14.9	20.4	40.7	75.8	2.1	12.7	12.0	51.3
	74	29.6	9.8	18.7	24.9	43.2	79.2	3.3	13.8	14.5	55.0
White	70	76.8	96.1	94.5	85.9	86.8	86.6	84.0	59.9	38.0	41.8
	74	72.6	93.4	91.3	79.5	83.9	81.3	78.4	56.8	37.4	42.1
Men	70	55.4	88.5	81.5	72.5	52.0	20.9	82.5	52.5	31.7	22.2
	74	52.2	84.9	76.3	64.5	49.1	16.5	76.3	50.1	32.0	21.6
Women	70	21.4	7.5	13.0	13.4	34.8	65.7	1.5	7.4	6.4	19.6
	74	20.4	8.5	15.0	14.9	34.8	64.8	2.1	6.6	5.3	20.5
Black	70	15.1	1.9	2.2	7.9	7.8	7.8	9.0	27.7	42.8	42.9
	74	17.0	3.5	3.9	13.0	9.4	11.6	11.6	28.5	38.2	39.9
Men	70	10.7	1.5	1.1	3.1	4.0	1.9	8.7	24.3	39.3	18.6
	74	10.9	2.7	1.8	5.1	4.2	2.6	10.8	23.8	32.9	15.1
Women	70	4.4	.3	1.1	4.8	3.8	5.9	.3	3.4	3.5	24.4
	74	6.1	.9	2.2	8.0	5.3	9.1	.8	4.7	5.3	24.8
Hispanic	70	7.5	1.6	1.9	5.5	4.7	5.2	6.7	12.1	18.3	14.8
	74	9.6	2.4	2.7	6.4	5.9	6.4	9.6	14.4	24.0	16.7
Men	70	5.4	1.4	1.4	3.6	2.7	1.3	6.5	10.2	16.2	7.7
	74	6.8	2.1	2.0	4.7	3.0	1.5	9.3	12.0	20.3	7.8
Women	70	2.1	.2	.5	2.0	2.0	3.9	.3	1.9	2.1	7.1
	74	2.8	.4	.7	1.7	2.9	4.9	.4	2.3	3.7	9.0

and women was most striking in well-paid craft jobs; less than two percent of the women held such positions compared with 21.4 percent of the male employees. Black and Hispanic women fared even worse; these minority women were excluded even more conspicuously from managerial and professional positions and were concentrated in service jobs.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Houston SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	436,193	306,989	129,204	316,705	74,217	41,838
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.9	14.0	3.6	14.1	2.3	2.8
Professionals	9.9	11.4	6.2	12.4	2.3	2.8
Technicians	6.7	7.2	5.7	7.4	5.2	4.5
Sales workers	8.6	6.9	12.5	9.9	4.7	5.3
Office/clerical workers	16.3	4.8	43.5	18.2	11.1	10.8
Craft workers	15.6	21.4	1.7	16.8	10.6	15.7
Operatives	15.7	19.2	7.3	12.2	26.2	23.4
Laborers	8.0	9.7	3.9	4.1	18.0	20.0
Service workers	8.4	5.4	15.6	4.9	19.6	14.6

Blacks and Hispanics in general were occupationally disadvantaged compared with whites. Slightly more than 14 percent of the whites held managerial positions but less than three percent of either blacks or Hispanics were so employed. Members of these two minority groups worked primarily in the lower paid blue-collar occupations (operatives and laborers) and in service jobs. While 63.8 percent of the blacks and 58 percent of the Hispanics were employed in these three categories combined, only one of every five whites worked in these low level jobs.

Among the ten largest industries in the Houston area surveyed by EEOC, few women were employed in the better paying mining and manufacturing industries, except in clerical positions. On the other hand, those industries with the highest female participation rates (health services and general merchandise stores) were also the industries with the lowest earnings. In addition, women were concentrated in relatively low-paying sales, clerical and service jobs within these industries.

The occupational disparity between whites, blacks and Hispanics was particularly glaring in the top white-collar jobs in the two highest paying industries. In oil and gas extraction, 38.7 percent of the whites versus 6.9 percent of the blacks and 10.2 percent of the Hispanics were either managers or professionals. Nearly half of the whites in the petroleum and coal products processing industry held these prime jobs but only 10.3 percent of the blacks and 11.6 percent of the Hispanics. The highest concentration of blacks in the ten largest EEO-1 surveyed industries occurred in the health services industry, where more than half of the blacks were employed in low-paid service jobs. Hispanics were also concentrated in service occupations in business services, the industry with the highest Hispanic participation.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race/Ethnic Group, Houston SMSA, 1974

		Participation Rates		
Industry	Total Employment	Women	Black	Hispanic
Total, all industries	436,200	29.6	17.0	9.6
Health services	31,400	81.6	38.1	7.1
Miscellaneous services	27,600	11.0	9.1	10.7
Machinery, ex. electrical	27,000	11.7	14.2	8.4
Chemicals & allied products	25,700	9.0	9.4	4.5
Oil & gas extraction	25,700	19.0	6.3	4.7
Business services	22,700	30.5	18.7	17.6
Petroleum & coal products	22,500	20.5	8.1	3.6
General merchandise stores	20,800	65.7	17.0	8.4
Fabricated metal products	20,200	8.3	21.0	12.3
Wholesale trade-durable goods	17,300	22.8	17.5	7.8

Employment of Women and Minorities in State and Local Government

EEO-4 reports covering 31,400 full-time government employees in the Houston area were submitted to EEOC in 1974. This was virtually all full-time government employment in the area (excluding education). An additional 3,600 government employees worked on a part-time or temporary basis. Only 32.4 percent of the full-time government employees and 35.4 percent of the part-time employees were women, less than the approximately 37 percent incidence of women in the labor force. Hispanics were also slightly underrepresented in full-time Houston area government employment, 8.6 percent compared with 9 percent of the labor force, but held a higher share (10.8 percent) of other than full-time employment. Blacks, on the other hand, were 24 percent of full-time government employment and 25.4 percent of part-time employment, participation rates which were much higher than their 18 percent incidence in the labor force. However, blacks did not achieve equally high levels of participation in the prime government occupations.

Women were substantially excluded from the highest paying function, fire protection, holding only 1.4 percent of these jobs. At the same time, women constituted the vast majority of the full-time employees in the government functions with the lowest median salaries--health/hospitals and sanatoriums and public welfare. Blacks and Hispanics were also poorly represented in both police and fire protection, the two best paid functions. There were high levels of black and Hispanic participation, on the other hand, in relatively low-paying government functions; blacks in sanitation and health, and Hispanics in sanitation and in streets and highways.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race/Ethnic Group, Houston SMSA, 1974

Function	All Employees		Participation Rates		
	Median Salaries	Number	Women	Black	Hispanic
Total	$ 8,648	31,371	32.4	23.9	8.6
Health/hospitals & sanatoriums	6,875 1/	5,907	72.9	51.1	8.6
Police protection	10,677	5,119	13.9	5.0	4.8
Streets & highways	8,548	4,107	7.4	17.8	13.8
Financial administration	9,003	2,937	49.3	8.7	5.7
Fire protection	11,980	2,361	1.4	5.1	3.7
Utilities & transportation	7,673	2,234	22.6	28.6	8.3
Sanitation & sewage	7,959	1,894	1.5	68.2	16.4
Public welfare	7,502	1,629	78.4	22.5	10.1
Natural resources	8,440	1,609	15.3	24.9	11.4
Other 2/	N/A	3,574	36.2	11.7	7.8

1/ Median salary applies to health function only; this function includes 73 percent of the employees in health and hospitals combined.

2/ Other includes community development, corrections, employment security, housing, and other miscellaneous functions.

Women in Houston area governments were virtually excluded from well-paid protective service and skilled craft jobs (holding only 2.5 percent and 6.1 percent, respectively). On the other hand, more than 9 of every 10 office/clerical workers and 6 of every 10 para-professionals were women. Women did have a fairly high share of the professional positions (44.8 percent) but they earned markedly less ($2,700) than male professionals.

A similar pattern prevailed for blacks and Hispanics. The well-paid occupational categories (officials/administrators and protective service) had low levels of minority participation while the lowest paying occupations (para-professionals and service/maintenance workers) had high minority participation rates. Hispanics, rather typically, were well-represented in skilled craft jobs, but this was counterbalanced by their low participation in the better paying administrator, professional, technician, and protective service occupations.

Table 7. Participation Rates of Full-Time Employees in State and Local Government,
by Occupation, Sex and Race/Ethnic Group,
Houston SMSA, 1974

	Both Sexes					Women			
	Total				His-				His-
Occupation	Number	Percent	White	Black	panic	Total	White	Black	panic
Total	31,371	100.0	67.1	23.9	8.6	32.4	19.0	10.7	2.6
Officials/administrators	1,525	100.0	88.7	7.5	3.5	22.0	17.6	3.5	.7
Professionals	4,002	100.0	80.1	14.9	3.8	44.8	31.5	11.3	1.6
Technicians	3,433	100.0	73.3	21.7	4.4	33.1	15.2	16.3	1.5
Protective service	6,194	100.0	89.7	5.2	4.8	2.5	2.0	.3	.1
Para-professionals	1,880	100.0	44.4	45.2	10.1	60.3	17.0	37.4	5.9
Office/clerical	5,126	100.0	69.1	20.5	9.9	90.9	61.9	19.4	9.2
Skilled craft	3,638	100.0	70.4	17.8	11.6	6.1	3.3	2.4	.4
Service/maintenance	5,573	100.0	26.5	56.9	16.6	12.9	3.1	8.5	1.3

Whereas 44.6 percent of the men had well-paid protective service and skilled craft jobs, only 3.7 percent of the women were so employed (see table 8). Women fared fairly well compared with men in the three highest paying white-collar occupations; but, at the same time, more than half the women are lower paid clericals and para-professionals contrasted with 5.7 percent of the men.

Table 8. Occupational Distribution of Full-Time Employees in State and Local
Government, by Sex and Race/Ethnic Group,
Houston SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	31,371	21,217	10,154	21,050	7,496	2,700
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.9	5.6	3.3	6.4	1.5	2.0
Professionals	12.8	10.4	17.7	15.2	8.0	5.7
Technicians	10.9	10.8	11.2	12.0	10.0	5.6
Protective service	19.7	28.5	1.5	26.4	4.3	11.1
Para-professionals	6.0	3.5	11.2	4.0	11.3	7.0
Office/clerical	16.3	2.2	45.9	16.8	14.0	18.9
Skilled craft	11.6	16.1	2.2	12.2	8.6	15.6
Service/maintenance	17.8	22.9	7.1	7.0	42.3	34.2

Blacks and Hispanics were poorly distributed among the occupational categories in comparison with whites. The three occupational groupings with the highest median salaries -- officials/administrators, professionals, and protective service workers -- employed 48 percent of the whites but only 13.8 percent of the blacks and 18.8 percent of the Hispanics. In sharp contrast, 42.3 percent of the blacks and 34.2 percent of the Hispanics were employed in poorly paid and low status service and maintenance jobs.

State and local governments in the Houston area hired 6,800 employees between July 1, 1973 and June 30, 1974. The hiring rate was over 20 percent of the June 1974 level of employment. Nearly 48 percent of the new hires were women, well above their proportion in both the labor force and full-time government employment. However, 57 percent of these female new hires were in low-paying para-professional and clerical jobs. In the two well-paid occupational categories from which women have been traditionally excluded, protective service and skilled craft, only about 6 of every 100 new hires were women.

Nearly one-third of all new hires were black and slightly more than one-tenth were Hispanic; new hire rates which were above the incidence of both minority groups in the labor force and full-time government employment. Approximately three-fourths of the new hires from both minority groups, however, were for the most poorly paid occupations -- para-professional, office/clerical, and service/maintenance. New hire rates for the three top government occupations (officials/administrators, professionals, and protective service workers) were still below the labor force incidence of both minority groups.

Women in Houston area government received lower median salaries than men in every occupational group (table 9). The median salary for full-time female workers in 1974 was $6,700, or 70.3 percent that of men. This was slightly worse than the situation nationally where women earned 73.3 percent as much as men. The sharpest discrepancies between male and female median salaries occurred in technician and para-professional jobs ($4,100 and $3,100, respectively, less for women than men).

In 1974, the black median salary was 71.6 percent that of whites, and the Hispanic median, 77.4 percent. Both of these were far worse than the same comparison on a national basis where the corresponding figures were 84.4 and 84.9 percent. Both blacks and Hispanics had the widest disparity from whites in technician and para-professional median salaries. Blacks earned $3,300 less than whites in technician jobs and $2,800 less in para-professional jobs. Hispanic salary shortfalls in these two categories were also striking: $2,300 and $2,600 less, respectively.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government, by Occupation, Sex, and Race/Ethnic Group, Houston SMSA, 1974

	Both Sexes				Men				Women			
Occupation	Total	White	Black	Hispanic	Total	White	Black	Hispanic	Total	White	Black	Hispanic
Total	$ 8,648	$ 9,609	$ 6,879	$ 7,440	$ 9,587	$10,536	$ 7,596	$ 7,996	$ 6,736	$ 7,355	$ 5,803	$ 5,721
Officials/administrators	13,094	13,391	11,642	11,929	13,829	14,090	11,914	12,167	11,654	11,723	11,313	10,500
Professionals	10,797	11,094	9,669	9,983	12,199	12,374	10,621	10,938	9,507	9,512	9,498	9,382
Technicians	9,345	10,446	7,105	8,125	11,012	11,296	7,849	9,294	6,895	6,716	6,976	6,818
Protective service	10,705	10,764	9,963	10,288	10,730	10,788	10,024	10,262	9,436	9,370	9,375	11,500
Para-professionals	5,798	7,991	5,188	5,425	8,416	9,571	5,553	7,000	5,311	6,319	5,132	5,121
Office/clerical	6,422	6,837	5,456	5,760	7,799	8,185	6,852	6,913	6,290	6,717	5,410	5,678
Skilled craft	9,109	9,336	8,160	9,080	9,206	9,412	8,377	9,149	7,000	7,269	6,689	5,857
Service/maintenance	6,994	7,053	6,941	7,041	7,223	7,186	7,275	7,153	5,230	5,890	5,111	5,067

LOS ANGELES-LONG BEACH, CALIFORNIA

Summary of Findings

*** Hispanics, the area's largest minority group, constituted 16 percent of the civilian labor force and a comparable proportion of reported workers in private industry, but were substantially underrepresented among public sector employees.

*** Blacks, the largest minority group among State and local government workers, held one of every five public sector positions, though they were only one of every ten members of the civilian labor force. Rates of participation comparable to the overall black rate in EEO-4 employment, however, were not attained by blacks in the better-paying occupations.

*** The participation of women in both private and public sector employment surveyed by EEOC was somewhat lower than the incidence of women in the labor force. Women were occupationally disadvantaged in both sectors, holding small proportions of the choice craft, official, and protective service jobs and large proportions of the clerical and service positions.

*** While white males constituted less than one-half the reported private sector employees in the SMSA, they held three-quarters of the important official/managerial positions. Hispanic men and women were but 4.8 percent of the persons reported in these positions; black employees, only 3.0 percent.

*** The fire protection function reported the highest median annual salary and had the poorest record in the utilization of women and minorities. At the opposite end of the salary scale, Hispanics, blacks, and women were employed in their largest numbers in hospitals and sanatoriums.

*** Overall and in each occupational category in State and local government, median annual salaries of women were less than those of men, and median salaries of Hispanics and blacks were less than those of whites.

Area Characteristics

The Los Angeles-Long Beach SMSA is coterminous with Los Angeles County. The area is the leading manufacturing area west of the Mississippi, as well as an important financial, retail, and wholesale marketing center. In 1974, an estimated 6,926,000 persons resided in the SMSA. Population in the area has declined slightly since the 1970 Census, the SMSA dropping from second to third largest in the nation behind New York and Chicago.

In 1970, Hispanics were the largest minority group in the Los Angeles area, constituting 18.3 percent of the SMSA's population; blacks were 10.8 percent; and persons of Japanese, Chinese, and Filipino races, 2.6 percent. The area is a major population center for several racial and ethnic groups. Its Mexican origin population is the largest of any SMSA in the nation. More Japanese Americans live in Los Angeles than in any other SMSA in the continental United States. Approximately one-tenth of the nation's Chinese and Filipino populations reside in the area. Also, nearly 24,000 American Indians lived in the SMSA--more than in any other SMSA.

Contrary to the usual pattern of concentration of minorities in the central city, Hispanics constituted the same proportion of the inhabitants in both the city of Los Angeles and in the entire SMSA. Black residence followed the more usual pattern with this minority comprising a much greater proportion (18 percent) of the city of Los Angeles' population than of the area as a whole. The far smaller city of Long Beach had considerably lower proportions of minority populations than prevailed in the entire SMSA.

Table 1. Population in the Los Angeles-Long Beach SMSA and the cities of Los Angeles and Long Beach by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	7,032,000	100.0
Hispanic	1,289,000	18.3
Black	763,000	10.8
Other Minorities	263,000	3.7
City of Los Angeles		
Total	2,816,000	100.0
Hispanic	519,000	18.4
Black	504,000	17.9
Other Minorities	139,000	4.9
City of Long Beach		
Total	359,000	100.0
Hispanic	26,000	7.3
Black	19,000	5.3
Other Minorities	11,000	2.9

Source: Bureau of the Census

One of every four persons employed in nonagricultural work in the area in 1974 worked in manufacturing. The largest industries were transportation equipment, including the important aircraft and parts industry, and the electric and electronics machinery industry, each of which employed more than 100,000 persons. Another two of every ten employees worked in wholesale and retail trade and in service establishments. State and local government workers (including public education employees) constituted 12 percent of all employed persons.

Annual average unemployment in the area has been substantial and well above the national rate from 1970 through 1975. The high rate of unemployment in the early 1970's was largely the result of defense and aerospace cutbacks; the jobless rate reached 9.5 percent in 1971. During the 1975 recession unemployment surpassed even that level, averaging 9.7 percent.

Civilian Labor Force and Surveyed Employment

The civilian labor force in the Los Angeles SMSA averaged approximately 3.2 million in 1974. Women, nearly 40 percent of the participants in the labor force, were represented at somewhat lower rates in both the private and public sectors surveyed by EEOC. Hispanics, the SMSA's largest minority group, constituted 16 percent of the civilian labor force participants and a comparable proportion of EEO-1 workers in 1974, but were

Table 2. Participation Rates in the Civilian Labor Force and in EEOC Surveyed Employment by Sex and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	48.0	96.0
Total: Number	3,164,000	1,259,000	192,000
Percent	100.0	100.0	100.0
All women	39.0	36.5	35.4
Hispanics	15.9	16.4	10.1
Women	5.8	5.8	3.6
Blacks	9.5	9.1	21.1
Women	4.3	3.8	9.4
Other minorities	3.7	3.9	5.8
Women	1.5	1.6	2.6

Source: California Employment Development Department and Equal Employment Opportunity Commission only 10 percent of State and local government employees. Blacks were the largest minority group among State and local government workers. They held approximately one of every five government positions, even though they were only 9.5 percent of the civilian labor force. Rates of participation comparable to the overall black rate in EEO-4 employment were not, however, attained in the better paying occupations. Other minorities (primarily Asian Americans) also had higher levels of employment in the public sector than might have been expected from their incidence in the area's labor force.

The incidence of Hispanics (15.9 percent) and Asian Americans (2.8 percent) in the Los Angeles civilian labor force was significantly greater than in the nation as a whole; corresponding national labor force rates were 3.9 and 0.8 percent.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed for nearly 6,000 establishments employing some 1,254,000 persons in the Los Angeles-Long Beach area. These data covered 48 percent of the SMSA's private, nonagricultural workers. Women constituted 36 percent of the area's EEO-1 reported employees in 1974, an increase of two percentage points over 1970. Their participation rates increased in each job category except that of laborer. (See table 3.) While their level of representation rose four percentage points to 15 percent among officials and 5 percentage points to 22 percent among professionals, women continued to be represented in those jobs at levels well below their labor force incidence of 39 percent.

The proportion Hispanic persons constituted of reported private sector employees increased three percentage points between 1970 and 1974. Hispanic participation rates rose in every occupational category; none increased as sharply, however, as the jump of six percentage points in the proportion of laborers who were Hispanic. This minority group was already overrepresented as laborers, holding 38 percent of all such jobs in 1970. Hispanics were not employed in any white-collar occupational category at a level comparable to their labor force incidence of 16 percent. They held a mere 4 percent of

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	1,205,876	116,678	140,592	64,610	102,423	248,783	167,603	200,471	81,958	82,758
	74	1,254,176	131,731	133,135	63,773	117,686	242,973	163,478	215,941	89,456	96,003
Men	70	65.6	88.5	83.4	78.4	59.7	22.1	92.3	73.0	68.6	56.8
	74	63.6	84.7	78.1	73.8	57.5	20.5	91.3	71.8	70.8	52.2
Women	70	34.4	11.5	16.6	21.6	40.3	77.9	7.7	27.0	31.4	43.2
	74	36.4	15.3	21.9	26.2	42.5	79.5	8.7	28.2	29.2	47.8
White	70	74.9	92.9	90.8	81.4	86.4	79.7	77.1	57.5	42.1	59.2
	74	70.6	89.7	86.5	76.4	83.5	73.8	72.3	53.4	39.7	58.7
Men	70	49.6	82.5	76.8	65.0	52.0	17.2	72.1	42.7	28.6	30.7
	74	45.4	76.6	69.0	58.2	48.7	14.6	66.8	39.8	28.9	27.1
Women	70	25.4	10.4	14.0	16.4	34.4	62.4	5.0	14.9	13.5	28.4
	74	25.1	13.1	17.5	18.2	34.7	59.2	5.5	13.6	10.8	31.7
Hispanic	70	13.4	3.2	2.7	7.1	5.6	9.0	14.2	26.3	38.2	15.7
	74	16.4	4.8	3.8	9.3	7.3	11.6	17.6	29.9	44.5	19.7
Men	70	8.9	2.8	2.0	5.7	3.1	2.2	12.5	18.6	26.3	10.5
	74	10.7	4.0	2.8	6.8	3.9	2.8	15.6	20.3	30.8	12.8
Women	70	4.5	.4	.7	1.5	2.5	6.8	1.7	7.7	11.9	5.2
	74	5.8	.8	.9	2.5	3.4	8.9	2.0	9.6	13.7	6.9
Black	70	8.6	2.1	2.3	6.4	5.0	7.6	6.3	13.7	16.4	22.4
	74	9.1	3.0	3.1	8.2	6.3	9.6	7.4	14.0	12.7	17.6
Men	70	5.3	1.6	1.4	3.7	2.8	1.7	5.6	10.1	11.5	14.0
	74	5.3	2.2	1.9	4.4	3.1	1.9	6.5	10.0	9.1	10.1
Women	70	3.3	.5	.9	2.7	2.3	5.9	.7	3.6	4.9	8.4
	74	3.8	.8	1.2	3.9	3.2	7.7	.9	3.9	3.5	7.5

the professional positions and 5 percent of the managerial jobs. However, they did occupy 18 percent of the area's craft positions.

Black representation among the area's EEO-1 reported employees increased less than a percentage point during the five-year period. In 1974, they held but 3.0 percent of the official/managerial positions and 3.1 percent of the professional jobs. Black representation among clerical workers reach 9.6 percent in 1974, a rate equal to their proportion in the labor force. Though the black participation rates among service workers and laborers declined five and four percentage points, respectively, blacks continued to be overrepresented in these occupational categories.

In 1974, more than one-half (53 percent) of the EEO-1 reported female employees in the SMSA held either a clerical or a sales position. (See table 4.) For men, the comparable figure was 15 percent. While clerical and sales jobs are considered "white-collar", the generally low wage rates and lack of advancement opportunities for persons in these positions distinguish these jobs from the other white-collar positions. Only 15 percent of the women, but one of every three men, were employed in managerial, professional, or technician positions. In the generally well-paid craft category, the proportion of men was six times that of women.'

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector by Sex and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1974

	All Employees			White	Hispanic	Black
Occupation	Total	Men	Women			
Total number	1,254,176	797,857	456,319	885,061	206,246	114,577
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.5	14.0	4.4	13.3	3.1	3.4
Professionals	10.6	13.0	6.4	13.0	2.4	3.7
Technicians	5.1	5.9	3.7	5.5	2.9	4.6
Sales workers	9.4	8.5	11.0	11.1	4.2	6.4
Office/clerical workers	19.4	6.2	42.3	20.3	13.7	20.3
Craft workers	13.0	18.7	3.1	13.3	14.0	10.6
Operatives	17.2	19.4	13.3	13.0	31.3	26.3
Laborers	7.1	7.9	5.7	4.0	19.3	9.9
Service workers	7.7	6.3	10.1	6.4	9.2	14.8

Among the disparities in the occupational distribution of whites and minorities was the employment of three of every ten white private sector workers in a managerial, professional, or technician position, compared with only 8 percent of the Hispanic workers and 12 percent of the blacks. In contrast, EEO-1 data indicate the relative importance of operative, laborer, and service jobs as sources of employment for Hispanics and blacks. Sixty percent of the Hispanics were employed in these positions, and 51 percent of the blacks. Only 23 percent of the whites were similarly employed.

The level of representation of women in the ten largest industries ranged from a low of 18 percent in the manufacture of transportation equipment to a high of 76 percent in health services. Women were most overrepresented in those industries

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector by Sex and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1974

		Participation Rates		
Industry	Total Employment	Women	Hispanics	Blacks
Total, all industries	1,258,800	36.4	16.4	9.1
Transportation equipment	131,200	18.3	11.8	8.9
Electric and electronic equipment	86,900	33.7	16.8	7.3
General merchandise stores	75,700	65.2	14.1	8.8
Health services	68,900	75.9	11.6	13.4
Wholesale trade-durable goods	50,700	29.4	12.8	6.4
Communication	49,800	47.9	8.1	10.2
Business services	46,500	33.1	13.4	14.9
Machinery, except electrical	44,900	25.5	19.4	9.0
Fabricated metal products	43,200	22.1	25.0	6.3
Food stores	39,700	30.6	9.7	8.2

where average earnings were the lowest; i.e., health services and general merchandise stores. These two industries employed 22 percent of the SMSA's female private sector workers. Women were represented at their lowest rates in industries with above-average earnings; i.e., production of transportation equipment, fabricated metals, and nonelectrical machinery. Communications was the only well-paying industry in which women were employed at a high rate. Earnings and advancement opportunities for women in communications were severely limited by their concentration in clerical positions. Four of every five women working in the industry held a clerical job.

Among the major industries, Hispanic workers had their poorest representation in communications. They accounted for 8.1 percent of the industry's employees and only 3.2 and 3.3 percent, respectively, of its officials and professionals. In other of the major industries, Hispanics constituted as much as 19 percent (nonelectrical machinery) and 25 percent (fabricated metal products) of the reported employees. Still, the proportion of officials and professionals in these industries who were Hispanic remained low:

	Officials	Professionals
Machinery, exc. electrical	4.0	3.5
Fabricated metal products	6.3	3.9

Employment of Women and Minorities in State and Local Government

It is estimated that EEO-4 data projected from jurisdictions reporting in 1974 provided information on 96 percent of the area's State and local government workers (excluding those in education). Some 160,000 persons held full-time positions and another 32,000 persons worked in part-time and temporary jobs. Women held 48 percent of the part-time/temporary positions, compared with 33 percent of the full-time positions. For Hispanics, the figures were 12 percent and 10 percent, respectively. In contrast, blacks constituted 17 percent of the area's other than full-time employees, but a larger 22 percent of the full-time workers.

Of all full-time State and local government employees, 16 percent worked in the police protection function, 15 percent in utilities and transportation, 13 percent in hospitals and sanatoriums, and 10 percent in financial administration. In 1974, the fire protection function had the highest median salary of any function and the poorest record in the employment of women and minorities. Only 2 percent of its workers were black, only 4 percent were Hispanic, and only 3 percent were women. All these rates were substantially below each group's incidence in the area's civilian labor force. Women, blacks, and Hispanics were employed in their largest numbers in hospitals and sanatoriums, that function of government where median salaries were lowest.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government by Selected Government Function, Sex, and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1974

Function	All Employees: Median Salaries	All Employees: Number	Participation Rates: Women	Participation Rates: Hispanic	Participation Rates: Black
Total	$12,415	159,757	32.8	9.7	21.9
Police protection	14,475	25,852	19.2	7.6	10.9
Utilities and transportation	12,585	24,395	12.8	9.5	19.4
Hospitals & sanitoriums	9,573	20,858	67.2	12.2	34.2
Financial administration	11,575	15,281	48.0	8.8	19.0
Public welfare	9,769	12,137	74.4	7.9	32.5
Streets and highways	13,349	12,121	10.1	13.0	19.4
Natural resources	11,730	9,637	14.7	13.5	17.9
Fire protection	15,950	8,715	2.6	3.7	2.3
Other 1/	NA	30,761	36.1	10.4	29.5

1/ Includes corrections, health, sanitation & sewage, employment security, housing, community development, and other miscellaneous functions.

The participation rates of women full-time workers ranged from 82.5 percent of the office/clerical employees to a miniscule 0.2 percent of the craft workers. The latter figure is even lower than the unacceptable 9 percent participation rate of female craft workers in private industry. Black workers were employed by State and local governments at a level more than twice their incidence in the area's labor force, constituting 22 percent of the EEO-4 workers as compared with 10 percent of the labor force. Black's participation in official, professional, technical, and protective service jobs, however, did not come close to their overall EEO-4 figure. Hispanic persons constituted 10 percent of the public sector employees, approaching or attaining their 16 percent incidence in the area's labor force only as service workers. In those occupational categories with the highest median salaries, Hispanics numbered but 300 among the 5,800 officials/administrators and but 1,200 of the nearly 26,000 professionals.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1974

	Both Sexes					Women			
	Total								
Occupation	Number	Percent	White	Hispanic	Black	Total	White	Hispanic	Black
Total	159,757	100.0	63.4	9.7	21.9	32.8	18.0	3.3	9.4
Officials/administrators	5,796	100.0	78.4	5.2	11.7	22.7	14.6	1.1	5.8
Professionals	25,583	100.0	75.9	4.7	9.2	34.2	23.2	1.6	5.4
Technicians	12,930	100.0	79.7	6.5	8.1	16.7	12.4	.9	2.4
Protective service	23,866	100.0	83.4	6.3	8.8	4.3	3.0	.2	.9
Para-professionals	10,103	100.0	53.8	10.8	30.7	43.5	20.7	4.2	17.3
Office/clerical	36,943	100.0	53.2	11.9	28.4	82.5	44.1	9.8	23.5
Skilled craft	16,793	100.0	67.8	10.7	18.2	.2	.1	.0	.0
Service/maintenance	27,743	100.0	38.2	15.7	43.6	15.5	4.4	1.9	8.6

Women employed by the area's State and local governments were much more likely than women in private industry to work in clerical positions. (See table 8.) In government agencies, 58 percent of the women held clerical jobs, compared with 42 percent in the private sector. Only 6 percent of the men were similarly employed in either sector. Women fared well in government professional positions, though a much larger proportion of white women (21 percent) than of either black (9 percent) or Hispanic (8 percent) women were employed in this well-paid occupational category.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race/Ethnic Group, Los Angeles-Long Beach SMSA, 1974

	All Employees			White	Hispanic	Black
Occupation	Total	Men	Women			
Total number	159,757	107,315	52,442	101,274	15,517	34,915
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.6	4.2	2.5	4.5	2.0	2.0
Professionals	16.0	15.7	16.7	19.2	7.8	6.8
Technicians	8.1	10.0	4.1	10.2	5.4	3.0
Protective service	14.9	21.3	1.9	19.7	9.7	6.0
Para-professionals	6.3	5.3	8.4	5.4	7.1	8.9
Office/clerical	23.1	6.0	58.1	19.4	28.4	30.0
Skilled craft	10.5	15.6	.1	11.2	11.6	8.8
Service/maintenance	17.4	21.8	8.2	10.5	28.0	34.6

Hispanics and blacks were much less likely than whites to work in occupations where median annual salaries were highest (the official, professional, technician, protective service, and craft categories). The single exception was skilled craft category, in which similar proportion of whites and Hispanics were employed. However, the median salary of white craft workers exceeded that of Hispanics by $1,300.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Sex and Race/Ethnic Group, Los Angeles-Long SMSA, 1974

	Both Sexes				Men				Women			
Occupation	Total	White	Hisp.	Black	Total	White	Hisp.	Black	Total	White	Hisp.	Black
Total	$12,415	$13,789	$10,596	$10,062	$13,982	$15,012	$11,891	$11,246	$ 9,487	$ 9,930	$ 8,490	$ 9,014
Officials/administrators	19,186	20,022	15,795	15,504	20,372	20,955	16,616	18,016	14,662	15,334	13,400	13,271
Professionals	16,636	17,474	14,683	14,458	19,284	19,641	16,643	16,800	13,842	14,049	12,567	13,596
Technicians	15,031	15,430	14,067	12,855	15,769	16,269	14,676	14,046	11,416	11,512	11,105	11,089
Protective service	14,643	14,817	13,987	13,043	14,690	14,853	14,061	13,127	13,319	13,683	11,380	12,332
Para-professionals	11,871	13,462	9,422	10,022	13,463	14,495	10,213	11,664	9,991	11,560	8,875	9,560
Office/clerical	8,922	9,118	8,385	8,775	9,672	10,091	9,171	9,515	8,808	8,988	8,223	8,659
Skilled craft	14,503	14,924	13,644	13,702	14,508	14,931	13,646	13,702	10,450	9,000	11,500	11,500
Service/maintenance	9,926	10,549	9,813	9,499	10,419	10,863	10,241	10,008	8,060	8,381	7,220	8,115

Some 17,000 permanent full-time workers were hired by State and local governmental agencies in the Los Angeles-Long Beach area between July 1, 1973, and June 30, 1974. The hiring rate was 11 percent of the June 1974 level of employment. Forty percent of the new hires were women, 20 percent were black, 14 percent were Hispanic. Women constituted just two percent of the persons hired to fill craft jobs and six percent of those in protective service positions, while blacks had their poorest hiring rate of employment as officials (6.5 percent) and Hispanics as professionals (7.5 percent).

The median annual salary of women working full-time was $9,500, or 68 percent that of men. In no occupational category did their median salaries equal those of men. Hispanic women were paid less than any other group of employees. Their median salary was $8,500, as compared with $12,000 for all employees.

Hispanic and black government workers were paid less than whites, in each occupational category and overall. The median salary of blacks was 73 percent that of whites. Nationally, the black/white ratio was 84 percent. In the SMSA the Hispanic median was 77 percent that of whites, compared to 85 percent nationally.

MEMPHIS, TENNESSEE-ARKANSAS-MISSISSIPPI

Summary of Findings

*** Blacks were underrepresented in the better paying occupations and were concentrated in operative, laborer and service worker jobs.

*** Black participation in government employment exceeded their 32 percent incidence in the labor force, but nearly two-thirds of the black government employees were either service/maintenance workers or para-professionals.

*** Female participation in both private and public sector employment surveyed by EEOC nearly matched the 40 percent incidence of women in the civilian labor force. Women were occupationally disadvantaged in both types of employment, however, holding low proportions of the choice managerial, craft, and protective service jobs and consequently high proportions of low level clerical and para-professional positions.

*** Blacks in State and local government had lower median salaries than whites in every occupational category. Women generally earned less than men and black women less than white women.

Area Characteristics

The Memphis SMSA comprises four counties in three States--Shelby and Tipton in Tennessee, Crittenden in Arkansas and DeSoto in Mississippi. Since its 1819 founding as a Mississippi river town in the southwest corner of Tennessee, Memphis has grown to become the trade, service, and distribution center for the Mid-South region which includes parts of Alabama, Arkansas, Kentucky, Mississippi, Missouri, and Tennessee.

In 1974, the Memphis SMSA had an estimated population of 853,100, an increase of 2.3 percent since the 1970 Census. Blacks are the dominant minority group. They were 37.2 percent of the population of the SMSA as a whole. The proportion of blacks in the city of Memphis was slightly higher at 38.9 percent. All other minorities combined accounted for less than one percent of the total SMSA population.

Table 1. Population in the Memphis SMSA and the City of Memphis, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	834,000	100.0
Black	310,600	37.2
Other minorities	7,100	.9
City of Memphis		
Total	623,500	100.0
Black	242,500	38.9
Other minorities	4,600	.7

Source: Bureau of the Census

The fact that more than one of every four non-agricultural employees is employed in either wholesale or retail trade illustrates Memphis' status as a regional trade center. Manufacturing, service and government are also major employers, each accounting for almost one-fifth of total employment. Since 1970, the non-manufacturing sector of the Memphis economy has grown dramatically, principally as a result of employment increases in retail trade, services, and government. Annual average unemployment in the area between 1970 and 1974 was moderate and below the national average.

The annual average jobless rate for 1975 was a substantial 7.7 percent, compared with a rate of 8.5 percent for the nation as a whole.

Civilian Labor Force and Surveyed Employment

The civilian labor force in the Memphis SMSA was approximately 366,100 in 1974. Women were 40.4 percent of the civilian labor force and blacks, 31.8 percent. Women approximated their representation in the civilian labor force in both the public and private (State and local government) sectors surveyed by EEOC. Blacks were

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Memphis SMSA, 1974

Sex and Minority Group		1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage		100.0	55.0	77.0
Total:	Number	366,100	148,300	20,400
	Percent	100.0	100.0	100.0
All women		40.4	39.9	39.8
Blacks		31.8	29.0	40.6
Women		14.5	10.3	19.3
Other minorities		.7	.6	.2
Women		.3	.2	*

*Less than 0.05 percent

Source: Tennessee Department of Employment Security, Mississippi Employment Security Commission, and Equal Employment Opportunity Commission.

underutilized in the private sector but their participation rate of nearly 41 percent in State and local government exceeded their incidence in the labor force. However, blacks and women remained underrepresented in the best-paying occupations, as is discussed in greater detail in the following sections.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed by 804 establishments with a total of 148,300 employees, covering about 55 percent of total, private, nonagricultural employment. Of all EEO-1 reported employees, 39.9 percent were women and 29 percent were blacks. Although women's participation in the surveyed private sector rose between 1970 and 1974 to approximate their representation in the labor force, that participation varied considerably by occupational group (table 3). Women were far below parity in the prime white-and blue-collar occupations--managers and craft workers. Less than 15 of every 100 managers were women in 1974, despite an increase of 4.8 percentage points since 1970 in the proportion of female managers. Conversely, women were overrepresented in generally less-desirable clerical, sales and service jobs. Black women fared worse than white women, being seriously underutilized in every desirable white-collar occupation.

Blacks still failed to reach parity in any white-collar occupation or as craft workers despite improvements in black participation in these better-paying occupations between 1970 and 1974. There was substantial black overrepresentation in less desirable occupations in 1974. Nearly two-thirds of all laborers and over half of all service workers were black.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Memphis SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	124,111	11,065	4,636	3,887	18,266	19,870	13,865	29,854	13,824	8,844
	74	148,329	14,396	6,104	5,424	21,942	23,029	16,447	30,330	16,599	14,058
Men	70	62.6	90.4	63.5	65.5	42.5	23.0	94.9	71.1	81.0	49.0
	74	60.1	85.6	62.9	57.9	37.5	19.5	95.1	75.7	70.8	47.6
Women	70	37.4	9.6	36.5	34.5	57.5	77.0	5.1	28.9	19.0	51.0
	74	39.9	14.4	37.1	42.1	62.5	80.5	4.9	24.3	29.2	52.4
White	70	72.0	95.5	96.8	89.5	94.7	90.5	83.4	54.5	28.8	41.5
	74	70.4	93.6	94.2	85.6	91.2	84.2	79.1	52.4	34.2	46.7
Men	70	43.1	86.3	61.5	61.4	39.4	20.8	79.5	39.3	20.9	19.3
	74	41.0	80.3	59.7	52.5	33.7	16.2	76.3	40.1	22.5	22.9
Women	70	28.9	9.2	35.3	28.1	55.3	69.7	3.9	15.2	7.9	22.2
	74	29.4	13.3	34.5	33.1	57.5	68.1	2.8	12.3	11.7	23.8
Black	70	27.6	4.1	2.3	10.2	5.0	9.2	16.4	45.1	70.6	56.7
	74	29.0	6.0	4.6	13.6	8.4	15.3	20.3	47.1	65.1	52.4
Men	70	19.3	3.8	1.4	3.8	3.0	2.1	15.2	31.6	59.6	29.5
	74	18.7	4.9	2.5	4.9	3.7	3.2	18.2	35.3	47.8	24.4
Women	70	8.2	.3	.9	6.3	2.0	7.0	1.3	13.5	11.0	27.2
	74	10.3	1.1	2.1	8.7	4.8	12.1	2.1	11.9	17.3	28.0

The occupational distribution of men and women differed markedly (table 4). Nearly 14 percent of the men held choice managerial positions while less than 4 percent of the women were so employed. On the other hand, over half of all women were either sales workers or clericals while less than 15 percent of all men held these jobs. A similar comparison between black and white employees reveals even wider disparities:

	Whites	Blacks
Managers and professionals	18.4	2.7
Operatives, laborers & service workers	26.9	75.4

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Memphis SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	148,329	89,075	59,254	104,433	43,062
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	9.7	13.8	3.5	12.9	2.0
Professionals	4.1	4.3	3.8	5.5	.7
Technicians	3.7	3.5	3.9	4.4	1.7
Sales workers	14.8	9.2	23.1	19.2	4.3
Office/clerical workers	15.5	5.0	31.3	18.6	8.2
Craft workers	11.1	17.6	1.4	12.5	7.7
Operatives	20.4	25.8	12.4	15.2	33.2
Laborers	11.2	13.2	8.2	5.4	25.1
Service workers	9.5	7.5	12.4	6.3	17.1

Among the ten largest EEO-1 surveyed industries in the area, those with high female participation rates (60 percent or more) were also the industries with the lowest earnings (general merchandise stores, health services, hotels and other lodging places, and banking). Within these industries, women were concentrated in low-paying clerical and service occupations. Although the three industries with the highest black participation (food and kindred products, paper and allied products, and electric and electronic equipment) had above average earnings, black employees were employed predominantly in the relatively lower wage occupations, i.e., operatives, laborers, and service workers.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race, Memphis SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Black
Total, all industries	148,300	39.9	29.0
General merchandise stores	11,500	65.1	23.2
Wholesale trade-durable goods	10,600	18.8	24.4
Health services	10,300	77.1	31.5
Food and kindred products	9,900	22.2	37.7
Trucking and warehousing	7,900	12.1	25.5
Chemicals and allied products	6,200	26.9	19.8
Paper and allied products	5,300	29.3	44.6
Hotels and other lodging places	5,200	60.1	31.3
Banking	4,900	61.4	17.3
Electric and electronic equipment	4,800	58.3	34.0

Employment of Women and Minorities in State and Local Government

According to 1974 EEO-4 reports, there were 17,400 full-time State and local government employees in Memphis, accounting for about 77 percent of all full-time government employment (excluding education) in the Memphis area. An additional 3,000 government employees worked on a part-time or temporary basis. Blacks were 43.4 percent of EEOC surveyed full-time government employment, far above their 31.8 percent share of the labor force. However, blacks did not attain this employment level in the best-paying occupations. Their participation rate in other-than-full-time employment was a comparatively low 24.3 percent. Women constituted 39.1 percent of full-time employment (close to their incidence in the labor force) and a higher proportion (43.7 percent) of part-time or temporary employment.

Full-time female and black participation varied according to the type of government function. Women and blacks were both grossly underrepresented in police and fire protection, two functions with high median annual salaries, and over-represented in the relatively low-salaried hospitals and sanatoriums function. Another low-salaried function, sanitation and sewage, had a predominantly black composition.

Table 6. Participation Rates and Median Annual Salaries of Full-Time Employees in State and Local Government by Selected Government Function, Sex and Race, Memphis SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Black
Total	$7,748	17,402	39.1	43.4
Hospitals and sanatoriums	6,974	5,094	78.7	62.5
Police protection	11,001	2,162	11.8	15.3
Sanitation and sewage	6,994	1,980	2.4	87.6
Fire protection	9,994	1,763	.6	6.2
Financial administration	7,922	1,592	51.1	18.9
Other[1]	N/A	4,811	21.9	39.5

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[1] Other includes community development, corrections, health, housing, natural resources, public welfare, streets, highways, utilities and transportation, and other miscellaneous functions.

Women were dramatically underrepresented in two of the better paid occupations, skilled craft and protective service. They were very well represented in professional jobs (47.3 percent), but their greatest participation occurred in the low-paying para-professional and clerical categories, with rates of 81 and 87.5 percent, respectively. Although there were more black than white female government workers in this area, black women constituted lower proportions of officials/administrators and professionals and higher proportions of para-professionals and service/maintenance workers.

Blacks held 43.4 percent of all full-time government positions but markedly lower percentages of the positions in the three highest paying occupations (officials/administrators, professionals, and protective service). Instead, blacks accounted for over three-fourths of the para-professionals and 85.5 percent of the service/maintenance workers, both low-paying occupations.

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation, Sex and Race, Memphis SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	17,402	100.0	55.9	43.4	39.1	18.3	20.3
Officials/administrators	747	100.0	87.8	11.5	18.3	14.1	4.3
Professionals	2,671	100.0	82.5	13.9	47.3	35.0	9.2
Technicians	2,605	100.0	70.9	28.9	37.4	15.5	21.8
Protective service	2,247	100.0	83.2	16.7	4.0	2.3	1.7
Para-professionals	2,197	100.0	22.7	77.3	81.0	13.9	67.1
Office/clerical	2,329	100.0	66.6	33.2	87.5	57.2	30.1
Skilled craft	897	100.0	63.1	36.7	1.8	.8	1.0
Service/maintenance	3,709	100.0	14.5	85.5	13.7	1.4	12.3

Three of every ten female employees in State and local government in Memphis were clerical workers and more than one of every four was a para-professional. Only 6.6 percent of the men were employed in these two occupational groups. An even more striking disparity occurred in protective service jobs which were held by one-fifth of the men but only one percent of the women.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Race Memphis SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	17,402	10,596	6,806	9,726	7,558
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.3	5.8	2.0	6.7	1.1
Professionals	15.3	13.3	18.6	22.7	4.9
Technicians	15.0	15.4	14.3	19.0	10.0
Protective service	12.9	20.4	1.3	19.2	5.0
Para-professionals	12.6	3.9	26.1	5.1	22.5
Office/clerical	13.4	2.7	29.9	15.9	10.2
Skilled craft	5.2	8.3	.2	5.8	4.4
Service/maintenance	21.3	30.2	7.5	5.5	42.0

Approximately 30 percent of the white government employees were in the two most desirable occupational categories, officials/administrators and professionals, compared with just 6 percent of the blacks. On the other hand, nearly two-thirds of all blacks were either service/maintenance workers or para-professionals while only one-tenth of the whites were so employed.

State and local governments in the area hired 2,800 employees between July 1, 1973 and June 30, 1974. The hiring rate was 16.4 percent of the June 1974 level of employment. The new hire rate for blacks did not indicate much improvement in black employment. The exception was protective service occupations, where nearly three of every ten new hires was black. The female new hire rate, on the other hand, shows definite improvement in the official/administrator and professional categories, especially in the latter where women were more than two-thirds of all new hires. However, women were still a low proportion (8 percent) of the protective service new hires.

Women earned less than men in every occupational category except protective service (which had a small number of women). The median salary for full-time female employees in the Memphis area was $7,100, 82 percent that of men. Nationwide, women earned only 73 percent as much as men. The largest discrepancies between men's and women's median salaries occurred in technician and skilled craft jobs where women's annual pay was lower than men's by $3,600 and $4,000 respectively. There were also large pay differences in the official/administrator and professional categories.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, Memphis SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 7,748	$ 9,489	$ 6,818	$ 8,647	$10,368	$ 6,935	$ 7,071	$ 7,669	$ 6,669
Officials/administrators	13,054	13,509	11,179	13,908	14,353	11,737	11,094	11,346	10,000
Professionals	10,962	11,202	9,417	12,010	12,246	9,310	9,949	9,883	9,480
Technicians	8,933	10,371	6,940	10,660	10,853	7,513	7,017	7,462	6,834
Protective service	9,528	9,595	9,144	9,522	9,578	9,186	9,818	10,600	8,545
Para-professionals	6,750	7,236	6,648	6,861	8,295	6,150	6,735	6,937	6,699
Office/clerical	6,680	6,909	6,206	8,011	8,608	6,576	6,570	6,761	6,172
Skilled craft	9,098	10,562	6,886	9,163	10,613	6,956	5,200	7,500	4,000
Service/maintenance	6,705	6,714	6,704	6,779	6,770	6,780	5,996	6,207	5,969

The occupational disparities between black and white government employees were reflected in their median salaries. The black median salary was 72 percent that of white workers, even lower than the comparable national ratio of 84 percent. The pay gap between blacks and whites was particularly glaring in the official/administrator, professional, technician and skilled craft occupations, ranging from $1,800 for professionals to $3,700 for skilled craft workers.

MIAMI, FLORIDA

Summary of Findings

*** Hispanics, the largest minority group in the Miami SMSA, increased their participation in surveyed private employment between 1970 and 1974, but remained underrepresented compared with their incidence in the labor force, and continued to hold very small shares of the top-paying managerial and professional positions.

*** Blacks showed no change in their proportion of private employment between 1970 and 1974, thus continuing to be underutilized. Blacks were underrepresented in all but three low-paying occupations--operative, laborer, and service worker.

*** Women's participation in the private sector rose between 1970 and 1974, so that by 1974 they had surpassed parity with their incidence in the labor force. Unlike men, women were most often in the subordinate and low-paying clerical, sales, and service jobs.

*** Hispanics' most serious problem in State and local government employment was gross underutilization, especially in the better paying occupations.

*** Blacks were well represented overall in State and local government, but were underrepresented in the three top-paying occupations--administrator, protective service, and professional. Most blacks were poorly paid para-professionals and service/maintenance workers.

*** Women appeared to have a problem accessing State and local government employment, particularly in supervisory and highly responsible positions. The majority of women were in the two lowest paying occupations.

*** Overall and in each occupational category in the public sector employment, the median annual salaries of women were far below those of men. Both blacks and Hispanics were paid salaries generally lower than those of whites.

Area Characteristics

The Miami SMSA, comprised entirely of Dade County, is located in southeastern Florida on Biscayne Bay. Miami, the SMSA's largest city, is a world famous resort, renowned for its luxurious hotels and fine beaches. Miami is considered the principal gateway to Latin America. It is also a major rail, air and shipping point. Although tourism is the leading industry in the area, Miami is also the nation's third largest garment manufacturing center.

The rapidly growing Miami SMSA had a population in 1974 of 1.4 million, an increase of 12 percent over the 1970 Census figure. According to the 1970 Census, Hispanics constituted 24 percent and blacks, 15 percent of the population in the SMSA. (See table 1.) Minorities were more heavily concentrated in the

Table 1. Population in the Miami SMSA and the City of Miami, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	1,268,000	100.0
Hispanic	299,000	23.6
Black	190,000	15.0
Other minorities	6,000	.5
City of Miami		
Total	335,000	100.0
Hispanic	152,000	45.4
Black	76,000	22.7
Other minorities	2,000	.7

Source: Bureau of the Census.

principal city of Miami. Hispanics were 45 percent and blacks 23 percent of the population. Miami has the largest population of Cuban refugees in the United States.

The Miami SMSA is a trade and service center which caters to tourists and retired persons. The labor force reflects a seasonal pattern by expanding during holiday and tourist seasons. On the average in 1974, wholesale and retail trade and service industries accounted for almost half (49 percent) of total employment; manufacturing, 15 percent; and government, 12 percent.

The area's unemployment rate averaged 5.2 percent from 1970-74, compared with a national average of 5.5 percent. In 1975, however, Dade County's unemployment rate climbed to 11.3 percent, far above the national rate of 8.5 percent. Increased unemployment was due primarily to the sharp decline in construction activity and manufacturing.

Civilian Labor Force and Surveyed Employment

Women's share (44 percent) of employment in private sector establishments surveyed by EEOC was higher than their participation in either the local civilian labor force (42 percent) or State and local government employment (37 percent). (See table 2.) Hispanics, constituting 26 percent of the local civilian labor force and 24 percent of private sector employment, accounted for only 11 percent of State and local government employment in the area.

Blacks were underrepresented in EEO-1 surveyed private employment in relation to their incidence in the civilian labor force (12 versus 14 percent). Blacks were 29 percent of all State and local government employees. However, as will be seen in the discussion to follow, despite their overall representation all groups remain underrepresented in the better paying and/or policy-making positions in both private and public employment.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Miami SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	39.5	100.0
Total: Number	650,000	214,000	36,000
Percent	100.0	100.0	100.0
All women	41.5	44.3	37.0
Hispanics	25.6	24.0	10.5
Women	10.7	11.6	4.1
Blacks	14.0	12.3	29.0
Women	6.7	5.8	12.7
Other minorities	.4	.7	.4
Women	.2	.3	.2

Source: State of Florida, Department of Commerce, Department of Human Resources and the Equal Employment Opportunity Commission.

Employment of Women and Minorities in the Private Sector

The position of women in private employment in the Miami SMSA improved slightly between 1970 and 1974, according to EEO-1 reports. In the latter year, reports were received from 1,273 establishments (656 employers) employing 214,000 persons and covering 40 percent of the area's total private, non-farm employment. Women's share of employment rose from 40 to 44 percent, so that by 1974 they had achieved parity with their incidence in the labor force (42 percent). The most marked improvement in the participation rates of women was the increase of 9 percentage points in their proportion of the skilled craft category. (See table 3.) Despite this gain, women held only 13 percent of the craft jobs in 1974, a proportion far below their incidence in the local labor force. Women also continued to be underutilized as managers and professionals. Women held large shares of employment in the two least remunerative occupations--clerical and service worker. Women also were well represented as sales workers, but were overwhelmingly concentrated in the low-paying retail sales jobs.

Hispanics experienced a modest overall increase in participation between 1970 and 1974, but remained underrepresented in surveyed private employment. Although they evidenced a substantial increase in participation in the skilled craft category, up 10 percentage points to 24 percent, that rate was still somewhat below their proportion of the area's labor force. Hispanics still held very small shares of the top-paying managerial and professional positions.

Blacks' participation in private surveyed employment remained constant between 1970 and 1974 at 12 percent, a rate somewhat below their incidence in the local labor force. Their greatest increase--5 percentage points--was in the medium earnings technician category. However, blacks were underrepresented there and in every occupation but the low-paying operative, laborer, and service worker. Encouragingly, though, they held smaller proportions of these jobs in 1974 then in 1970 and slightly higher proportions of the better paying managerial, professional, and craft jobs.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Miami SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mqrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	168,368	15,747	11,946	5,682	23,513	31,907	21,567	21,343	12,912	23,741
	74	213,568	22,619	14,622	8,512	29,723	40,442	22,658	25,080	17,594	32,318
Men	70	59.7	83.4	73.8	65.3	51.1	21.1	95.9	66.4	72.7	49.8
	74	55.7	80.3	71.3	60.0	48.9	17.4	86.8	62.4	69.2	50.1
Women	70	40.3	16.6	26.2	34.7	48.9	78.9	4.1	33.6	27.3	50.2
	74	44.3	19.7	28.7	40.0	51.1	82.6	13.2	37.6	30.8	49.9
White	70	68.0	90.5	88.0	75.3	82.2	76.1	79.4	42.4	30.1	49.3
	74	62.9	86.2	85.3	66.0	76.2	68.1	67.5	34.6	30.7	53.4
Men	70	40.9	75.4	65.8	51.0	42.1	14.9	77.1	33.1	22.2	20.7
	74	36.3	69.5	61.6	42.4	37.3	11.4	61.8	27.3	24.9	25.9
Women	70	27.1	15.1	22.1	24.3	40.1	61.2	2.3	9.2	7.9	28.6
	74	26.6	16.6	23.7	23.6	39.0	56.7	5.7	7.3	5.8	27.5
Hispanic	70	19.6	6.9	9.9	18.0	12.3	16.6	14.8	37.7	33.8	24.8
	74	24.0	10.3	10.8	22.6	15.8	21.8	24.0	47.2	44.4	21.3
Men	70	11.4	6.0	7.1	12.3	6.6	4.9	13.2	17.9	21.8	17.4
	74	12.4	8.3	7.9	14.2	8.3	4.5	17.4	21.4	25.3	13.3
Women	70	8.1	.9	2.8	5.7	5.7	11.7	1.5	19.8	11.9	7.4
	74	11.6	2.1	2.8	8.4	7.6	17.3	6.6	25.8	19.1	8.0
Black	70	12.0	2.1	1.7	6.2	5.2	6.9	5.7	19.5	35.6	24.6
	74	12.3	3.1	2.8	10.8	7.3	9.4	8.2	17.8	23.6	24.3
Men	70	7.1	1.6	.5	1.7	2.1	1.1	5.4	15.0	28.5	11.4
	74	6.5	2.2	1.2	3.0	2.9	1.3	7.3	13.4	18.3	10.3
Women	70	4.8	.6	1.1	4.6	3.1	5.7	.3	4.5	7.2	13.2
	74	5.8	1.0	1.6	7.8	4.3	8.1	.9	4.4	5.4	14.0

The occupational distribution of women employed in the private sector differed considerably from that of men, as shown in table 4. About seven of every ten women in the area held subordinate and low-paying, particularly for women, clerical, sales, and service jobs, whereas only three of every ten men held these jobs. Only 12 percent of the women, as compared with 41 percent of the men, held jobs in the more prestigious, better-paying managerial, professional and craft categories. Relatively large proportions of minority women were operatives and service workers. Thirty-seven percent of the Hispanic women and 45 percent of the black women (compared with 19 percent of the white women) were employed in these two occupations.

Both Hispanics (52 percent) and blacks (63 percent) were concentrated in operative, laborer, and service worker occupations, as compared with only 23 percent of the white employees. While 25 of every 100 whites were employed in the

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Miami SMSA, 1974

	All Employees			White	Hispanic	Black
Occupation	Total	Men	Women			
Total number	213,568	118,959	94,609	134,404	51,339	26,295
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.6	15.3	4.7	14.5	4.5	2.7
Professionals	6.8	8.8	4.4	9.3	3.1	1.6
Technicians	4.0	4.3	3.6	4.2	3.7	3.5
Sales workers	13.9	12.2	16.1	16.9	9.2	8.2
Office/clerical workers	18.9	5.9	35.3	20.5	17.2	14.4
Craft workers	10.6	16.5	3.2	11.4	10.6	7.0
Operatives	11.7	13.2	10.0	6.5	23.1	16.9
Laborers	8.2	10.2	5.7	4.0	15.2	15.8
Service workers	15.1	13.6	17.1	12.8	13.4	29.8

well-paying managerial and professional occupations, only 8 of every 100 Hispanics and 4 of every 100 blacks held these jobs.

According to 1974 EEO-1 reports, the ten largest industries in the area accounted for 55 percent of the total employment covered by the EEO-1 survey. Table 5 reveals that women constituted at least half of total employment in each of five industries--apparel and other textile products, health services, banking, general merchandise stores, and communication. Although average earnings in these industries varied considerably, women were relegated consistently to the low-paying clerical, sales and service occupations. Though women constituted 75 percent of the workers in the apparel industry, only 2 percent (compared with 15 percent of all men) were managers or profes-

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race/Ethnic Group, Miami SMSA, 1974

Industry	Total Employment	Participation Rates: Women	Participation Rates: Hispanics	Participation Rates: Blacks
Total, all industries	213,600	44.3	24.0	12.3
General merchandise stores	22,600	64.8	19.8	12.4
Transportation by air	18,500	32.4	9.3	7.0
Health services	15,800	74.8	19.7	25.9
Communications	13,700	50.9	9.6	10.8
Food stores	10,200	35.5	20.0	10.1
Amusements and recreation services	9,900	45.0	5.5	12.1
Hotels and other lodging places	8,900	37.8	40.7	10.0
Banking	6,400	66.0	33.6	8.1
Eating and drinking places	6,200	49.4	18.2	19.4
Apparel and other textile products	5,900	75.3	65.8	4.9

sionals. Likewise, in the other industries where they were the majority, only small proportions of women were in the well-paying, decision-making jobs.

Hispanics were underrepresented compared with their incidence in the labor force in all but three lower paying industries: apparel and other textile products (66 percent), hotels and other lodging places (41 percent), and banking (34 percent). In these industries, most Hispanics were operatives, clerical, or sales workers. Hispanic women, who were 48 percent of all surveyed Hispanic workers, were 82 percent of the Hispanic workers in the apparel industry. Hispanics lowest representation occured in amusements and recreation services and air transportation.

Blacks either equalled or exceeded their incidence in the local labor force only in two of the ten largest industries--health services and eating and drinking places. In each of these industries, they were relegated to dead-end service jobs. They participated at very low levels in the apparel, air transportation, and banking industries.

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey, women and Hispanics in the Miami SMSA were employed in State and local governments (excluding education) at rates well below their participation in the local labor force. In contrast, blacks' participation was twice their incidence in the labor force. All three groups however, were highly disadvantaged in the occupations they filled and the salaries they earned. EEO-4 reports for 1974 were received from the State of Florida, Dade County and twelve municipalities covering 32,500 full-time and 3,900 other than full-time employees. Women held nearly half (49 percent) of the other than full time jobs but only 36 percent of the full-time jobs. Blacks held 33 percent of the other than full-time but 29 percent of the full-time jobs, while Hispanics held the same proportion (11 percent) in both types of employment.

The proportion of women in full-time employment was highest in three functions with overall median annual salaries of less than $9,000 (hospitals and sanatoriums, 73 percent; health, 61 percent; financial administration, 57 percent). In fire protection, where the median annual salary was $14,200, women accounted for only 3 percent of total employment. The 47 women in fire protection were all employed as clerical workers. Although women held nearly 18 percent of the jobs in the high-salaried police protection function, only 4 percent (compared with 21 percent of all men) were in supervisory positions (captains, lieutenants, sergeants).

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function and by Sex and Race/Ethnic Group, Miami SMSA, 1974

	All Employees		Participation Rates		
Function	Median Salaries	Number	Women	Hispanics	Blacks
Total	$ 9,567	32,542	35.6	10.5	28.5
Hospitals and sanitoriums	7,776	5,815	72.8	9.1	42.4
Police protection	12,618	4,664	17.7	6.8	7.6
Natural resources/parks and recreation	8,500	3,050	20.5	10.4	27.7
Financial administration/ general control	8,849	2,977	56.9	13.1	13.8
Utilities and transportation	10,260	2,852	10.2	11.5	34.2
Sanitation and sewage	9,437	2,363	3.0	6.4	66.1
Fire protection	14,173	1,764	2.7	2.7	2.2
Streets and highways	8,347	1,540	11.9	11.0	18.1
Health	8,933	1,339	61.4	17.2	28.2
Other 1/	N/A	6,178	45.3	15.0	31.7

1/ Includes public welfare, housing, community development, cortions, employment security and other miscellaneous functions.

Hispanics were underrepresented in every single function of government. Their highest shares of employment were in health, financial administration, utilities and transportation, and streets and highways--low earnings functions characterized by large proportions of clerical and service/maintenance jobs. Blacks constituted 66 percent of the employees in sanitation and sewage, but they were only 2 and 8 percent, respectively, of the employees in the two functions--fire and police protection--with the highest median annual salaries.

Women far exceeded their proportion of the area's labor force among clericals (82 percent) and para-professionals (73 percent), but they accounted for very small percentages of the employees in the better paying administrator, protective service, and skilled craft categories. Women represented an unusually large proportion (45 percent) of the professional employees. However, since most (76 percent) of the professional women were in hospitals, health, and public welfare, that high representation is most likely merely a reflection of women's traditionally easy access to jobs such as nurse and social worker--both relatively well paying, but with lower career

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, Miami SMSA, 1974

Occupation	Both Sexes					Women			
	Total								
	Number	Percent	White	Hispanic	Black	Total	White	Hispanic	Black
Total	32,542	100.0	60.6	10.5	28.5	35.6	19.2	4.0	12.2
Officials/administrators	721	100.0	91.3	2.8	5.8	10.8	9.3	.3	1.2
Professionals	5,858	100.0	74.4	12.3	12.4	44.5	30.5	5.7	8.0
Technicians	3,197	100.0	68.5	12.0	19.0	29.1	13.4	3.6	11.8
Protective service	4,893	100.0	88.1	5.5	6.3	4.0	3.0	.1	.8
Para-professionals	2,702	100.0	31.4	8.2	60.1	73.1	19.9	5.1	47.9
Office/clerical	6,134	100.0	63.7	13.8	21.9	81.7	51.0	10.6	19.7
Skilled craft	2,254	100.0	67.9	9.8	22.0	1.6	1.2	.2	.2
Service/maintenance	6,783	100.0	28.4	10.7	60.6	11.2	1.8	.7	8.7

career ladders and pay scales than other professional occupations. Hispanic women were only 4 percent of all workers. They approached parity with their incidence in the labor force (11 percent) in only one occupation--office/clerical. Black women, though only 7 percent of the labor force, were about half of the para-professionals. (See table 7.)

Hispanics were underrepresented compared with their incidence in the labor force in even the lowest paying occupations. Their smallest shares of employment were in the two best paying categories--administrator (3 percent) and protective service worker (6 percent).

Blacks dominated employment in the para-professional and service/maintenance categories, accounting for 60 percent or more of all employees. At the other end of the pay scale, blacks were underrepresented in the three top paying occupations. They accounted for 6 percent of the employees in both the administrator and protective service categories and were 12 percent of the professionals.

The occupational distributions of full-time State and local government employees differed considerably by sex and race/ethnic group, as shown in table 8. Only one-fourth of the women, contrasted with one-half of the men, were in the four highest paying occupations--administrator, protective service, professional, and skilled craft. While six of every ten women were in the two lowest paying categories--para-professional and clerical--only one of every ten men held those jobs.

About one-half (47 percent) of the white employees were engaged in the occupations of professional, protective service, or administrator, but only 30 percent of the Hispanics and 12 percent of the blacks were so employed. Hispanics were concentrated in the clerical and service/maintenance jobs. The greatest proportions of blacks were low paid para-professional and service maintenance workers.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Race/Ethnic Group, Miami SMSA, 1974

	All Employees			White	His-panic	Black
Occupation	Total	Men	Women			
Total number	32,542	20,950	11,592	19,732	3,410	9,265
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	2.2	3.1	.7	3.3	.6	.5
Professionals	18.0	15.5	22.5	22.1	21.2	7.8
Technicians	9.8	10.8	8.0	11.1	11.2	6.6
Protective service	15.0	22.4	1.7	21.8	7.9	3.3
Para-professionals	8.3	3.5	17.0	4.3	6.5	17.5
Office/clerical	18.8	5.4	43.2	19.8	24.9	14.5
Skilled craft	6.9	10.6	.3	7.8	6.5	5.4
Service/maintenance	20.8	28.7	6.6	9.8	21.2	44.4

State and local governments in the Miami area hired 9,266 full-time employees between July 1, 1973 and June 30, 1974. That figure was about 29 percent of the June 1974 level of full-time employment. Women were hired at a rate equal to their incidence in the civilian labor force (42 percent). As in full-time employment, women exceeded their overall participation rate in the clerical (77 percent), para-professional (61 percent), and professional (55 percent) occupations. Eighty-five percent of the newly-hired women went into these positions.

Hispanics were hired at a rate of 14 percent, which was well below their participation in the local civilian labor force (26 percent). In no occupation were they hired at a rate equal to or above their incidence in the labor force. As in full-time employment in 1974, a large proportion of the newly-hired Hispanics (44 percent) were either clerical or service/maintenance workers.

Blacks comprised 30 percent of the new hires, a rate twice their participation in the local labor force. Blacks continued to be hired at rates below their incidence in the labor force in the administrator, protective service, and skilled craft categories. They remained concentrated in the service/maintenance and para-professional categories. About two-thirds of the newly-hired blacks went into those occupations.

Women in State and local government in the Miami area earned lower median salaries than did men in all job categories. The overall median annual salary of women at $7,900 was only 73 percent of that paid to men. Among occupations, the greatest disparity--over $5,000--was in the administrator category. Black women generally earned less than both white and Hispanic women.

Chiefly due to their virtual exclusion from the well-paying occupations, Hispanics and blacks in the area were paid 80 and 72 percent, respectively, of the median salary of whites. This was an even greater shortfall than the national ratio of 85-84 percent.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex and Race/ Ethnic Group, Miami SMSA, 1974

	Both Sexes				Men				Women			
Occupation	Total	White	Hisp.	Black	Total	White	Hisp.	Black	Total	White	Hisp.	Black
Total	$ 9,567	$10,866	$ 8,728	$ 7,821	$10,725	$11,901	$ 9,380	$ 8,823	$ 7,875	$ 8,877	$ 7,690	$ 7,074
Officials/administrators	20,670	20,730	20,500	19,750	21,195	21,213	20,500	21,114	15,571	15,850	N/A	14,125
Professionals	12,038	12,359	11,461	10,762	12,702	13,067	12,021	10,988	11,341	11,595	10,793	10,613
Technicians	10,077	11,409	9,500	7,797	11,300	12,075	9,680	8,442	8,405	9,217	8,971	7,558
Protective service	13,173	13,292	12,112	11,696	13,227	13,334	12,240	11,807	10,923	11,135	9,167	10,964
Para-professionals	7,032	7,505	6,913	6,888	7,188	7,361	7,109	7,071	6,983	7,600	6,783	6,850
Office/clerical	7,541	7,948	7,185	6,952	8,156	8,556	7,558	7,241	7,439	7,820	7,091	6,924
Skilled craft	11,049	11,327	10,863	10,185	11,074	11,351	10,907	10,214	8,000	8,333	8,667	7,250
Service/maintenance	8,042	8,038	7,666	8,148	8,388	8,214	7,781	8,607	6,104	6,738	5,394	6,011

MOBILE, ALABAMA

Summary of Findings

* * * Although black representation in EEOC-surveyed private industry employment improved somewhat between 1970 and 1974, blacks continued to be somewhat underrepresented overall and vastly underrepresented in the better paying white- and blue-collar occupations.

* * * In private industry in 1974, blacks, unlike whites, were overwhelmingly concentrated in three low earnings occupations--operatives, laborers, and service workers.

* * * Women's share of employment in private sector establishments rose between 1970 and 1974, but remained far below their incidence in the labor force.

* * * In 1974, women in private industry were generally relegated to low-paying jobs, clerical in particular, while being virtually barred from the well-paying managerial and craft positions.

* * * Blacks in EEOC-surveyed government employment were grossly underrepresented in all but the lowest paying occupations--para-professional and service/maintenance. In fact, about eight of every ten black government workers were in those latter categories.

* * * Women held a low proportion of employment in State and local governments in 1974. They were found chiefly in the low-paying para-professional and clerical fields.

* * * As a result of their disproportionate concentrations in the less well-paying occupations and functions, blacks and women earned median annual salaries in State and local government lower than whites and men, respectively. Black women were the most disadvantaged, having a median salary significantly lower than any other employee group.

Area Characteristics

Mobile, Alabama is located in southwest Alabama at the entrance to Mobile Bay. The city, named after the local Mauvilla tribe, was founded by the French in 1711. The Port of Mobile, Alabama's only seaport, has one of the largest and most complete systems of warehouses and docks on the Gulf of Mexico.

The Mobile SMSA, consisting of the counties of Baldwin and Mobile, had a population of 396,000 in 1974, an increase of 5 percent over the 1970 Census count. The population of the SMSA was 30 percent black in 1970. Blacks were highly concentrated in the city of Mobile, where they constituted more than 35 percent of the 190,000 residents.

Table 1. Population in the Mobile SMSA and the City of Mobile, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	376,700	100.0
Black	113,000	30.0
Other minorities	3,500	.9
City of Mobile		
Total	190,000	100.0
Black	67,400	35.4
Other minorities	2,200	1.1

Source: Bureau of the Census

The port of Mobile and the system of inland waterways which connect the area with other Alabama cities, as well as with West Florida, Louisiana, and Texas, have made the Mobile area one of the nation's important shipping points. In addition, the availability of efficient water transportation has stimulated the development of manufacturing in the area. About 22 percent of the nonagricultural employees in the area work in manufacturing, and about three of every ten manufacturing workers were employed in paper and pulp mills. Almost 16 percent of the workers in the area were employed in Federal, State, and local governments.

Unemployment rates in the Mobile area have been consistently equal to or below the national rates. The lowest rate in the five years from 1971 through 1974 came in 1973 when unemployment dropped to 4.9 percent. In 1975, an average of 8,400 persons or 6.1 percent of the civilian labor force were unemployed, compared with a national unemployment rate for 1975 of 8.5 percent.

Civilian Labor Force and Surveyed Employment

In both private and public sector employment surveyed by EEOC, the participation rates of women were well below their 37 percent incidence in the civilian labor force. Black women were particularly underrepresented in both types of employment. The participation rate for blacks in the private sector was slightly under, and in State and local government was slightly over, their proportion of the civilian labor force (25 percent). In both sectors of employment, however, blacks and women were underrepresented in the better paying occupations. The inequities in types of jobs held and salaries paid are detailed in the following sections.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Mobile SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	39.0	N/A
Total: Number	149,794	42,800	6,884
Percent	100.0	100.0	100.0
All women	36.5	28.7	28.1
Blacks	25.2	24.2	26.7
Women	11.0	6.3	7.9
Other minorities	.9	.6	.5
Women	.4	.2	.2

Source: U.S. Department of Labor and Equal Employment Opportunity Commission

Employment of Women and Minorities in the Private Sector

The position of women in the private sector in the Mobile area improved somewhat between 1970 and 1974, according to EEO-1 reports. In 1974, such reports were received from 262 establishments (186 companies) employing 42,800 persons or about 39 percent of the total private, nonagricultural employment in the area. Women made slight progress in three generally well-paying occupations--managers, professionals, and technicians. In the latter job category, women in 1974 were represented at a rate above their incidence in the labor force. Still, women were only 11 percent of the managers and 12 percent of the normally well-paid craft workers. (See table 3.)

Blacks also experienced increases in their participation rates between 1970 and 1974, particularly among the blue-collar occupations of craft workers and operatives. However, in 1974

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Mobile SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	44,529	3,424	1,584	1,280	3,333	6,174	10,901	10,380	5,282	2,171
	74	42,798	3,964	1,784	1,483	3,561	5,409	9,598	9,381	4,624	2,994
Men	70	76.9	90.2	70.5	58.4	60.8	39.4	92.7	84.4	91.4	52.3
	74	71.3	88.7	66.4	56.4	54.8	22.5	88.0	82.8	91.3	46.3
Women	70	23.1	9.8	29.5	41.6	39.2	60.6	7.3	15.6	8.6	47.7
	74	28.7	11.3	33.6	43.6	45.2	77.5	12.0	17.2	8.7	53.7
White	70	78.2	97.9	97.2	89.1	90.4	95.3	90.4	70.7	35.2	39.2
	74	75.3	96.1	96.0	86.0	90.4	89.7	84.4	61.4	46.0	45.2
Men	70	59.4	88.7	69.3	55.5	55.2	37.4	84.1	59.8	31.5	19.3
	74	53.1	85.6	63.6	53.1	50.5	20.0	75.4	50.5	41.6	21.1
Women	70	18.8	9.2	27.9	33.6	35.2	57.9	6.2	10.9	3.7	19.9
	74	22.2	10.5	32.4	32.9	39.9	69.7	9.0	11.0	4.4	24.1
Black	70	21.2	1.8	2.3	10.7	7.4	4.3	9.2	28.9	64.2	59.8
	74	24.2	3.4	3.1	13.6	9.4	9.9	15.3	38.1	53.1	54.2
Men	70	17.1	1.3	.9	2.8	4.5	1.8	8.2	24.3	59.3	32.5
	74	17.9	2.7	2.1	3.1	4.2	2.4	12.4	32.0	49.1	25.0
Women	70	4.1	.5	1.3	7.9	2.9	2.5	1.0	4.6	4.9	27.3
	74	6.3	.7	1.0	10.5	5.2	7.5	2.9	6.1	4.0	29.2

blacks continued to hold only a small proportion of the better paying craft worker jobs, compared with their incidence in the labor force. Although their participation rates rose in every white-collar occupation, blacks in 1974 were still vastly underrepresented in those jobs. They appeared to be barred almost completely from the top-paying administrator and professional positions. In the generally low-paying job categories of laborers and service workers, the black percent of total declined, though blacks were still over half of all workers in those jobs.

Women were distributed among the nine occupations very unevenly, as demonstrated in table 4. Thirty-four of every 100 women compared with 4 of every 100 men were in the normally low-paying clerical field. Smaller proportions of women than men were managers (4 compared with 12 percent) or craft workers (9 compared with 28 percent), occupations where there are more well-paying jobs and more opportunities for advancement. Black women had a much less favorable occupational distribution than white women; one-third of all black women, but less than one-tenth of all white women, were in the low-paying service worker category.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Mobile SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	42,798	30,534	12,264	32,214	10,377
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	9.3	11.5	3.6	11.8	1.3
Professionals	4.2	3.9	4.9	5.3	.5
Technicians	3.5	2.7	5.3	4.0	1.9
Sales workers	8.3	6.4	13.1	10.0	3.2
Office/clerical workers	12.6	4.0	34.2	15.1	5.1
Craft workers	22.4	27.7	9.4	25.2	14.1
Operatives	21.9	25.5	13.1	17.9	34.4
Laborers	10.8	13.8	3.3	6.6	23.7
Service workers	7.0	4.5	13.1	4.2	15.6

Black employees tended to be more concentrated in lower paying job categories than whites. Almost three-fourths of all blacks were operatives, laborers, or service workers, compared with about one-fourth of all whites. Only 4 percent of all blacks as opposed to 21 percent of all whites were in the better paying managers, professionals and technicians job categories.

Because of sex stereotyping in occupations, industries in the Mobile area evidenced similar stereotypical employment, as shown in table 5. Women participated at high rates in industries characterized by large numbers of clerical and service workers, in particular, communication and banking. Women were also well represented in general merchandise stores, but 81 percent were in the low-paying retail sales and clerical categories. Their highest participation rate was in health services an industry with very low average earnings. There, seven of every ten women were in the occupations of technicians, clerical workers, and service workers, all relatively low paying in this industry. Women were represented at very low rates in all manufacturing industries. They were only 4 percent of the workers in transportation equipment, one of the nation's highest paying industries.

Table 5. Participation Rates of Surveyed Employees in the Nine Largest Industries in the Private Sector, by Sex and Race, Mobile SMSA, 1974

Industry	Total Employment	Participation Rates	
		Women	Black
Total, all industries	42,800	28.7	24.2
Paper and allied products	7,300	13.6	20.5
Transportation equipment	4,200	3.7	27.2
Chemicals and allied products	2,800	11.7	24.3
Health services	2,600	83.8	28.2
General merchandise stores	2,400	69.7	15.1
Food and kindred products	1,500	16.3	36.7
Food stores	1,500	32.2	12.5
Communication	1,400	52.1	13.8
Banking	1,300	64.9	8.5

Blacks also suffered from stereotyping. They were represented at a rate equal to or greater than their incidence in the labor force (25 percent) in only three of the nine largest industries in the Mobile SMSA. Their highest rate (37 percent) was in food and kindred products, a manufacturing industry with relatively low average earnings in Mobile. Blacks were 28 percent of the workers in health services, but almost two-thirds were in low earnings service jobs (including nurses' aides and orderlies); about one-tenth of the whites in the health service industry were service workers. Blacks held 27 percent of the jobs in transportation equipment, but 62 percent of these were the lower paying operative, laborer, or service worker jobs. Only half that proportion of whites (31 percent) were in those positions. Blacks were represented at their lowest rate in banking, a field in which white-collar occupations, often closed to blacks, accounted for 98 percent of employment.

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey, women were underrepresented and blacks were fairly represented in State and local government (excluding education), as compared with their incidence in the labor force of the Mobile area. Both groups, however, were highly disadvantaged in the occupations filled and salaries paid. Employment figures discussed in this section were based on EEO-4 reports from eight jurisdictions, including the State of Alabama and the six largest local jurisdictions in the area (i.e., both counties, both cities of 25,000 or more, and two of the four cities of 5,000 or more). The reports showed widely varying participation rates for women and blacks depending on type of employment. For instance, women were 28 percent of the 6,307 full-time employees, and 25 percent of the 577 other than full-time (part-time and/or temporary) workers. Blacks were 25 percent of the full-time workers, but 41 percent of the non-full-time workers.

In full-time employment, the participation of women in the area's larger functions of government ranged from about 1 percent of the employment in sanitation and sewage and in fire protection to 66 percent in financial administration/general control. Though women dominated the latter function, 81 percent were relegated to clerical jobs, and the overall median salary for women was $3,600 less than that for men.

Blacks were represented at rates at or above their incidence in the labor force in only four functions--streets and highways, utilities and transportation, sanitation and sewage, and natural

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function and by Sex and Race, Mobile SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Black
Total	$ 7,776	6,307	28.4	25.4
Streets and highways	6,942	959	2.5	29.9
Police protection	8,991	801	12.2	8.9
Financial administration	7,444	545	65.9	6.8
Fire protection	9,270	524	1.0	3.4
Utilities and transportation	7,358	439	13.4	36.2
Sanitation and sewage	6,426	328	.6	61.0
Natural resources	7,153	325	20.3	36.0
Other 1/	N/A	2,386	49.4	29.9

1/ Other includes public welfare, health, housing, community development, corrections, employment security and other miscellaneous functions.

resources/parks and recreation--all with median salaries for blacks of approximately $6,800 or less per year. Blacks were represented at their lowest rates in the top-paying fire protection (3 percent) and financial administration/general control (7 percent) functions. In the latter area, blacks were paid a low $4,600 a year, $2,900 less than their white counterparts.

Though women were 28 percent of all full-time State and local government employees, they were represented at that rate or higher in just three of the eight EEO-4 surveyed occupations. Their greatest shares of employment were in two of the lowest paying occupations--para-professionals and office/clerical. There were only 7 women in the relatively well-paying protective service category, earning a median salary of only $6,300 per year or $2,500 lower than men in that occupation.

Blacks' highest participation rates also were in low-pay occupations. They were well over one-half of the para-professionals and service/maintenance workers and in these occupations earned median salaries of only about $6,100 a year. Blacks were

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation and by Sex and Race, Mobile SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	6,307	100.0	74.0	25.4	28.4	20.2	8.1
Officials/administrators	221	100.0	96.8	2.7	13.1	11.8	.9
Professionals	803	100.0	85.9	13.0	43.8	34.5	8.7
Technicians	533	100.0	97.6	1.7	9.6	8.8	.8
Protective service	1,010	100.0	90.4	8.4	.7	.7	-
Para-professionals	577	100.0	43.7	55.8	61.9	21.1	40.2
Office/clerical	1,081	100.0	89.8	10.1	80.1	70.6	9.4
Skilled craft	563	100.0	91.1	8.5	4.4	3.9	.5
Service/maintenance	1,519	100.0	39.3	60.6	6.8	.5	6.3

a mere 3 percent of the employees in the top-paying managers category. In fact, there were only 6 black managers, earning a median annual salary of $9,000, $5,200 less than whites in the same group. Blacks were vastly underrepresented in the well-paying technicians category, with a participation rate of only 2 percent. They were represented at rates one-third their incidence in the labor force in the protective service and skilled craft categories.

Well over two-thirds of all women were either para-professionals or clerical workers, while scarcely one-tenth of all men held such jobs. (See table 8.) Less than 1 percent of women employees in State and local government compared with 22 percent of all men were protective service workers (chiefly police officers and firefighters).

The three top-paying white-collar occupations (managers, professionals, and technicians) provided jobs for 31 of every 100 whites, but only 8 of every 100 blacks. The few blacks who were

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Race, Mobile SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	6,307	4,516	1,791	4,670	1,603
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.5	4.3	1.6	4.6	.4
Professionals	12.7	10.0	19.7	14.8	6.5
Technicians	8.5	10.7	2.8	11.1	.6
Protective service	16.0	22.2	.4	19.6	5.3
Para-professionals	9.1	4.9	19.9	5.4	20.1
Office/clerical	17.1	4.8	48.4	20.8	6.8
Skilled craft	8.9	11.9	1.4	11.0	3.0
Service/maintenance	24.1	31.3	5.8	12.8	57.4

able to penetrate these occupations earned median salaries $1,700 to $5,200 less than their white counterparts. Blacks were overwhelmingly concentrated (78 percent) in the two lowest paying occupations--para-professionals and service/maintenance. The relatively low 18 percent of all whites who were in those jobs earned median salaries of $400 to $500 more per year than blacks.

State and local jurisdictions in the Mobile area hired 970 full-time employees between July 1, 1973 and June 30, 1974. The number of new hires was about 15 percent of the June 1974 level of full-time employment. Some 39 percent of the hires were women--a rate somewhat above their incidence in the labor force (37 percent). Among the new hires, women were 63 percent of the professionals (virtually all in health or public welfare where the median salaries for women professionals were relatively low), 55 percent of the para-professionals, and 75 percent of the clerical workers. Over two-thirds of all newly hired women were employed in the latter two low-paying occupations, compared with only two-fifths of all new employees.

Blacks also were hired at a rate (29 percent) higher than their incidence in the labor force. However, they were hired at or above their labor force rate only in the two lowest paying job categories--para-professionals (50 percent) and service/maintenance (47 percent). In fact, 7 of every 10 newly hired blacks went into those occupations, compared with 4 of every 10 employees and 3 of every 10 white employees.

Women in State and local government were paid salaries consistently lower than men's. Overall, women earned a median annual salary of $7,000 or 86 percent as much as men. Within the eight occupations, the largest salary discrepancies were in occupations with very few women. In protective service the seven women had a median salary $2,500 less than the men's, and in skilled craft the median for the 25 women was $3,300 less than for men. The gap between male and female salaries was narrowest in the female-dominated para-professionals category where women earned barely $6,200 per year, $450 less than men.

Black women were paid a median salary of $5,900, which was only 80 percent as much as white women's. Black female clerical workers earned $1,400 less per year than their white female colleagues. This was the largest variance between the two groups in occupations with significant black female employment (thus excluding administrators, technicians, and skilled craft workers).

Due to their unfavorable occupational distribution, particularly as compared with whites, blacks had a median annual salary of $6,400, only 76 percent as much as the white median. Nationally, blacks in State and local government earned 84 percent as much as whites. There were large discrepancies between the median salaries of whites and blacks in most of the eight occupations covered in the EEO-4 survey. The largest difference was in the officials category where the six blacks earned a median salary of $5,200 less per year than the 214 whites. Even in the two occupations where they predominated--para-professional and service/maintenance--blacks' median salaries were $400 to $500 less than whites'. Black men earned $6,600 or 75 percent as much as white men. The two groups approached comparability only in the protective service category.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government, by Occupation, and by Sex and Race, Mobile SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 7,776	$ 8,407	$ 6,414	$ 8,198	$ 8,807	$ 6,597	$ 7,018	$ 7,342	$ 5,883
Officials/administrators	14,187	14,227	9,000	14,421	14,500	9,000	12,833	12,667	N/A
Professionals	10,752	10,992	9,290	11,456	11,579	9,429	9,794	9,977	9,220
Technicians	10,221	10,231	8,333	10,361	10,362	8,000	8,722	8,833	7,333
Protective service	8,842	8,833	8,896	8,850	8,841	8,896	6,333	6,333	—
Para-professionals	6,343	6,610	6,129	6,600	6,676	6,508	6,159	6,543	5,933
Office/clerical	6,934	7,030	5,550	7,556	7,600	6,250	6,794	6,898	5,517
Skilled craft	8,557	8,587	8,190	8,652	8,678	8,333	5,400	5,286	6,500
Service/maintenance	6,288	6,535	6,131	6,392	6,548	6,289	5,095	5,333	5,078

NEW ORLEANS, LOUISIANA

Summary of Findings

***Black participation in the surveyed private sector approximated their share of the labor force. However, blacks were underutilized in the choice managerial and professional occupations and were concentrated in operative, laborer, and service jobs.

***The level of female participation in private industry remained markedly below the incidence of women in the civilian labor force, according to EEO-1 reports. In addition, the vast majority of these women workers were limited to stereotyped clerical, service, or sales jobs.

***The level of female and black participation in the ten largest private sector industries varied inversely with industry earnings levels.

***Although both women and blacks exceeded their incidence in the labor force in area State and local governments, they were virtually excluded from protective service and skilled craft jobs and worked primarily in the low-salaried paraprofessional, clerical and service/maintenance occupations.

***The black median salary was only about two-thirds that of white government employees, far lower than the comparable national ratio of 84 percent. Women earned less than men in every occupational category in State and local government.

Area Characteristics

The New Orleans SMSA is located on the Mississippi River, about 100 miles north of the Gulf of Mexico, and consists of four parishes--Jefferson, Orleans, St. Bernard, and St. Tammany. Founded by the French in 1718, the city was named for Philippe II, the Duke of Orleans. Activity related to the river and the Gulf has been a major stimulus to the economy of the area. Shipbuilding and repairing is the largest manufacturing industry in the area and the processing of seafood is a large part of the important food processing industry. Tourism is also a major industry in the area.

An estimated 1.1 million persons lived in the New Orleans area in 1974, an increase of 4.2 percent since the 1970 Census. Blacks accounted for 31 percent of all residents in the area and all other minorities (principally Hispanics) constituted an additional 4.7 percent. Blacks were a much higher proportion (45 percent) of the residents of the city of New Orleans than in the SMSA as a whole.

Table 1. Population in the New Orleans SMSA and the City of New Orleans, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	1,046,000	100.0
Black	324,000	31.0
Other minorities	49,000	4.7
City of New Orleans		
Total	593,000	100.0
Black	267,000	45.0
Other minorities	29,000	4.9

Source: Bureau of the Census

Approximately one of every four non-farm workers in the New Orleans area were employed in either wholesale or retail trade and one of every five worked in the service sector. Government, the fastest growing sector of the economy, accounted for an additional 17 percent. Manufacturing is less important in the New Orleans area than in the U.S. as a whole; but mining, principally oil and gas extraction, is more important.

Annual average unemployment in the New Orleans area was substantial and above the national average from 1971 through 1974. This trend was reversed in 1975; although the jobless rate for New Orleans was still a substantial 7.3 percent, this was below the 8.5 percent national average.

Civilian Labor Force and Surveyed Employment

The civilian labor force in the New Orleans SMSA was approximately 451,000 in 1974. Women were 37.5 percent of the labor force but only 30.7 of the private sector employment

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, New Orleans SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	45.0	92.0
Total: Number	451,000	159,000	29,000
Percent	100.0	100.0	100.0
All women	37.5	30.7	40.8
Blacks	26.9	26.5	35.3
Women	11.8	8.8	18.1
Other minorities	4.5	3.1	.9
Women	1.6	1.1	.2

Source: Louisiana Department of Employment Security and Equal Employment Opportunity Commission.

surveyed by EEOC. Blacks approximated their 26.9 percent share of the labor force in the private sector. Both women and blacks exceeded their incidence in the labor force in State and local governments but were occupationally disadvantaged in the types of jobs they held.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed by 873 establishments with a total of 159,000 employees, covering about 45 percent of total, private, nonagricultural employment. Despite a slight increase in the level of female participation to 30.7 percent between 1970 and 1974, women remained markedly below their 37.5 percent share of the labor force in the surveyed private sector. Women were also underrepresented in the choice occupational categories, holding only 7.5 percent of the craft jobs and 13.2 percent of the managerial positions (table 3). In contrast, about 77 percent of the clerical workers and close to half of the service workers were women. Most of these female service workers were black.

Although black participation in the private sector increased over the five-year period to virtually equal their 27 percent share of the area's labor force, blacks remained underutilized in all of the white-collar occupational categories and in the well-paid craft worker jobs. On the other hand, approximately six of every ten laborers or service workers were black. Hispanics, the second largest minority group in the New Orleans area, were underrepresented in total private employment, as reported to EEOC, and in every occupational category.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, New Orleans SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	150,615	14,557	10,099	5,926	14,792	26,667	27,031	26,319	12,266	12,958
	74	159,038	16,109	11,447	7,109	16,139	25,064	29,135	23,977	13,727	16,331
Men	70	70.8	89.5	79.4	76.7	57.9	23.4	92.4	86.7	91.0	55.7
	74	69.3	86.8	73.8	71.6	54.0	23.4	92.5	87.9	85.4	51.3
Women	70	29.2	10.5	20.6	23.3	42.1	76.6	7.6	13.3	9.0	44.3
	74	30.7	13.2	26.2	28.4	46.0	76.6	7.5	12.1	14.6	48.7
White	70	75.4	95.1	94.5	89.3	88.4	88.8	84.7	62.0	38.6	32.7
	74	70.4	92.7	93.5	84.5	82.7	81.0	76.4	56.5	36.2	36.3
Men	70	53.8	85.4	76.8	71.2	52.7	20.5	80.9	56.1	34.4	19.6
	74	49.7	80.9	69.9	64.0	46.9	19.0	72.7	51.4	30.3	21.2
Women	70	21.6	9.7	17.7	18.1	35.7	68.2	3.8	5.9	4.2	13.1
	74	20.7	11.8	23.6	20.6	35.7	61.9	3.7	5.1	5.9	15.2
Black	70	22.2	3.5	3.6	8.5	10.2	9.0	12.7	34.8	59.2	64.5
	74	26.5	5.4	4.1	12.0	14.7	15.9	20.0	40.0	61.3	59.6
Men	70	15.6	2.9	1.3	3.7	4.5	2.2	9.7	29.0	54.6	34.2
	74	17.6	4.3	2.2	5.1	6.0	3.6	16.9	34.0	53.1	27.7
Women	70	6.7	.6	2.3	4.8	5.6	6.8	3.0	5.8	4.6	30.3
	74	8.8	1.1	1.9	6.9	8.8	12.3	3.1	5.9	8.2	31.8

Women were poorly distributed among the occupational categories compared with men. Twice as many of the male employees worked as managers and professionals and more than five times as many men were craft workers (table 4). As a consequence of having limited opportunities to enter these better jobs, more than seven of every ten women were employed in lower level clerical, service, or sales occupations compared with about two of every ten men.

Only about 3 percent of the blacks were managers or professionals compared with nearly 23 percent of the white employees. An equally striking disparity occurred at the other end of the occupational spectrum where two-thirds of the black employees were concentrated in the lower paying blue-collar occupations (operatives and laborers) and in service jobs. Only slightly more than one in five whites held such jobs.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, New Orleans SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	159,038	110,224	48,814	111,966	42,100
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.1	12.7	4.4	13.3	2.1
Professionals	7.2	7.7	6.1	9.6	1.1
Technicians	4.5	4.6	4.1	5.4	2.0
Sales workers	10.1	7.9	15.2	11.9	5.6
Office/clerical workers	15.8	5.3	39.3	18.1	9.5
Craft workers	18.3	24.4	4.5	19.9	13.8
Operatives	15.1	19.1	5.9	12.1	22.8
Laborers	8.6	10.6	4.1	4.4	20.0
Service workers	10.3	7.6	16.3	5.3	23.1

Among the ten largest EEO-1 surveyed industries in the New Orleans area, women were virtually excluded from some of the highest paying industries--transportation equipment, water transportation, and oil and gas extraction. At the same time, the highest level of female participation occurred in health services and general merchandise stores, the industries with the lowest earnings. Communication was the only relatively high-paying industry with a high level of female participation; however, more than 8 of every 10 female workers in this industry were in sex stereotyped office and clerical positions. Of the total employees in the lucrative oil and gas extraction industry, only about 8 percent were black. Blacks, like women, had their highest participation rates in industries with low wages--health services and food and kindred products.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race, New Orleans SMSA, 1974

Industry	Total Employment	Participation Rates Women	 Black
Total, all industries	159,000	30.7	26.5
Transportation equipment	14,100	3.9	27.6
Oil & gas extraction	13,700	8.9	8.2
Health services	11,800	78.3	36.6
General merchandise stores	10,700	65.4	22.0
Food stores	8,500	36.4	26.5
Water transportation	5,900	8.7	32.9
Electric, gas, & sanitary services	5,800	15.1	21.7
Food & kindred products	5,800	14.4	35.0
Communication	5,400	59.1	20.9
Wholesale trade-durable goods	5,300	15.8	18.3

Employment of Women and Minorities in State and Local Government

According to 1974 EEO-4 reports, there were 26,200 full-time State and local government employees in the New Orleans area, accounting for about 92 percent of all full-time government employment (excluding education). An additional 2,300 government employees worked on a part-time or temporary basis. Women exceeded their share of the labor force in both types of government employment; 39.9 percent of the full-time employees and a very high 51.1 percent of the other than full-time employees were women. Black participation in government also exceeded their 26.9 percent incidence in the labor force; blacks accounted for 35.6 percent of the full-time and 31.6 percent of the part-time temporary workers.

The level of full-time female and black participation in government functions varied inversely with the median salaries in these functions. Both blacks and women constituted small proportions of the employment in police protection and fire protection, the highest salaried functions, and large proportions of the employees in the lowest salaried functions, hospitals and sanatoriums and health.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race, New Orleans SMSA, 1974

Function	All Employees		Participation Rates	
	Median Salaries	Number	Women	Blacks
Total	$ 7,298	26,177	39.9	35.6
Hospitals & sanatoriums/health	5,763 *	8,226	73.8	45.7
Financial administration	8.941	2,342	51.8	18.6
Natural resources	7,083	2,305	27.7	37.0
Police protection	13,335	2,105	12.6	15.3
Streets & highways	6,536	2,080	5.4	30.2
Utilities & transportation	7,287	1,989	11.5	28.2
Sanitation & sewage	5,899	1,678	3.0	46.2
Fire protection	13,247	1,387	2.5	2.7
Other 1/	N/A	4,065	45.3	47.9

* Median salary applies to hospitals and sanatoriums function only; this function includes almost 85 percent of the employees in hospitals and health combined.

1/ Other includes community development, corrections, employment security, housing, public welfare, and other miscellaneous functions.

Women held a surprisingly high share (30.8 percent) of the full-time official/administrator positions in New Orleans area government. This was primarily the result of the large number of female officials and administrators in hospitals and sanatoriums. However, the median salary for female hospital officials was $3,000 less than that for men. For the most part, women in New Orleans government continued to work in sex-stereotyped jobs. Seven of every ten para-professionals and nearly 85 percent of the office/clerical workers were women contrasted with the low level of female participation (3.2 percent) in high-salaried protective service occupations.

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation, Sex and Race, New Orleans SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	26,177	100.0	63.3	35.6	39.9	21.5	18.1
Officials/administrators	1,088	100.0	87.0	11.2	30.8	24.8	5.8
Professionals	3,454	100.0	87.1	11.1	44.8	37.1	7.2
Technicians	2,571	100.0	75.9	23.0	39.5	21.2	18.2
Protective service	3,006	100.0	81.3	17.3	3.2	1.2	2.0
Para-professionals	2,487	100.0	32.0	67.4	70.0	17.5	52.3
Office/clerical	4,920	100.0	67.3	31.9	84.7	54.9	29.1
Skilled craft	2,245	100.0	71.4	27.3	4.1	1.4	2.7
Service/maintenance	6,406	100.0	39.1	60.0	22.9	5.4	17.4

Blacks were seriously underrepresented in the best paying official/administrator, professional, and protective service jobs. Conversely, the highest levels of black participation occurred in the lowest salaried occupations, para-professionals and service/maintenance.

The occupational disparity between men and women State and local government employees was particularly apparent in protective service and skilled craft occupations (table 8), each containing less than one percent of the female employees but 18.5 and 13.7 percent of the men, respectively. On the other hand, 56.5 percent of the women were employed as para-professionals or clerical workers while less than ten percent of the men worked in these low-salaried occupations.

Blacks were occupationally disadvantaged compared with whites; only one of every nine blacks was employed in high-salaried administrator, professional or protective service occupations, while close to four of every ten whites held these choice jobs. In striking contrast, about three of every five black government workers were in less desirable para-professional or service/maintenance jobs but only one of every five whites.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, By Sex and Race, New Orleans SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	26,177	15,724	10,453	16,564	9,319
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.2	4.8	3.2	5.7	1.3
Professionals	13.2	12.1	14.8	18.2	4.1
Technicians	9.8	9.9	9.7	11.8	6.3
Protective service	11.5	18.5	.9	14.8	5.6
Para-professionals	9.5	4.8	16.6	4.8	18.0
Office/clerical	18.8	4.8	39.9	20.0	16.8
Skilled craft	8.6	13.7	.9	9.7	6.6
Service/maintenance	24.5	31.4	14.0	15.1	41.2

State and local governments in the New Orleans area hired 7,100 employees between July 1, 1973 and June 30, 1974. The hiring rate was 27 percent of the June 1974 level of employment. Blacks and women each accounted for approximately 46 percent of the total new hires. About one-third of the newly-hired administrators and over three-fifths of the professionals were women, but the female new-hire rate for protective service and skilled craft jobs showed little improvement in the level of female participation. More than three-fifths of the newly-hired blacks worked in the lowest salaried occupations--para-professionals and service/maintenance. This somewhat negated the improvement shown in the protective service category where blacks accounted for about 46 percent of the new hires.

Women earned less than men in every occupational category. The overall median salary for full-time female government employees was $6,700, 87 percent that of men. This compares favorably with the nationwide situation where women earned 73 percent as much as men. The median salary for female skilled craft workers was only 58.5 percent that of the male employees in these occupations. Disparities ranging from $1,500 to $2,100 occurred in most of the remaining occupational categories.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government, by Occupation, Sex, and Race, New Orleans SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 7,298	8,434	5,689	7,696	8,882	5,730	6,668	7,721	5,649
Officials/administrators	12,717	13,006	9,100	13,142	13,182	11,961	11,582	12,585	7,559
Professionals	10,691	10,665	10,785	11,152	11,124	11,262	10,346	10,314	10,514
Technicians	8,625	9,065	7,500	9,544	9,664	8,385	7,442	7,568	7,359
Protective service	12,551	13,165	10,399	12,680	13,191	10,373	10,836	11,342	10,545
Para-professionals	5,826	6,580	5,637	7,155	7,434	6,783	5,614	6,126	5,501
Office/clerical	6,936	7,120	6,009	8,360	8,513	7,560	6,713	6,905	5,949
Skilled craft	7,607	7,925	6,928	7,694	7,970	7,084	4,500	4,000	4,886
Service/maintenance	5,244	5,540	5,101	5,349	5,614	5,193	4,946	5,140	4,900

The black median salary in New Orleans was just over two-thirds that of white workers, far lower than the comparable national ratio of 84 percent. The pay gap between blacks and whites was particularly glaring in administrative and protective service positions where blacks were paid $3,900 and $2,800 less than whites, respectively. The median salary for black professionals was slightly higher than that of white professionals, but black participation in this category was lower than in any other.

NEW YORK, NEW YORK-NEW JERSEY

Summary of Findings

*** Blacks and persons of Hispanic origin were employed in the private sector surveyed by EEOC in 1974 in proportions almost equal to their incidence in the area labor force. Both groups were substantially underrepresented, however, in the high-paying job categories, while comprising very large proportions of the operatives, laborers, and service workers.

*** In State and local government, blacks, Hispanics, and women were grossly underrepresented in the highest paying functions--fire protection, police protection, and sanitation and sewage--while holding high proportions of the jobs in hospitals/sanatoriums and public welfare, the two lowest-paying functions.

*** The overall black participation rate in the public sector was almost twice their labor force rate, while Hispanics were substantially underrepresented. Workers of both minority groups were represented at their lowest rates in the high-pay occupation of officials/managers, and at their highest rates in the low-pay para-professional category.

*** In every occupational category, blacks and Hispanics in State and local government earned less, on the average, than whites. The discrepancies were largest in those occupations in the middle of the salary range.

*** Women in the private sector accounted for only 9 percent of the craft workers and 17 percent of the officials/managers. But three-quarters of all clerical workers were women.

*** In State and local government, women were substantially underrepresented in overall employment. Very few women were craft or protective service workers. But the vast majority of clerical workers and para-professionals were women.

*** Women earned less than men in each of the government job categories except para-professional, the lowest paying. The salary differences for women were greatest in those occupations in the middle salary range, as were the minority/white differences.

Area Characteristics

New York is one of the oldest cities in the United States and has remained one of the most important. It is the center of economic activities which are either unique or much larger in scope than anywhere else in the world. The financial community, which includes such institutions as the New York Stock Exchange and several of the world's largest banks, is unparalleled in its pervasiveness. New York is also a major center for every type of transportation and for the communications industry. Other activities, not as important in economic terms but still significant, are also concentrated in New York. For example, the city is the focal point of the fashion industry in the U.S. It is also a great cultural leader--its theaters, museums, and concert halls establish trends in the arts which are followed throughout the world.

Over the years, New York has grown from a small community at the southern tip of the island of Manhattan to an SMSA which encompasses nine counties and 10 million persons. Five of these counties constitute New York City (Bronx, Kings, New York, Queens, and Richmond). Three other counties in New York State, north of the city, are also included (Putnam, Rockland, and Westchester), as is Bergen County in New Jersey. Although still by far the largest SMSA in the country in 1974, it experienced a decline of 3.4 percent in population since the 1970 Census.

The SMSA has such a large population that virtually all racial and ethnic groups are represented by substantial numbers of persons. In 1970, blacks were 18.0 percent of the population. Almost 8 percent of all blacks in the country lived in the area. Hispanics constituted about 11 percent of the population in 1970. About 70 percent of these persons were of Puerto Rican origin and seven percent of Cuban origin. Puerto Ricans living in New York accounted for over 60 percent of all Puerto Ricans in the country,and Cubans in New York for 15 percent of all Cubans in the United States.

Asian Americans comprised one percent of the SMSA's population, and about 70 percent of these persons were of Chinese origin. One of every six persons of Chinese origin in this country lived in New York in 1970. American Indians, totaling 11,000 persons, were 0.1 percent of the SMSA's population.

Table 1. Population in the New York SMSA and the City of New York, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	9,974,000	100.0
Black	1,791,000	18.0
Hispanic	1,107,000	11.1
Other minorities	190,000	1.9
City of New York		
Total	7,895,000	100.0
Black	1,668,000	21.1
Hispanic	1,202,000	15.2
Other minorities	178,000	2.3

Source: Bureau of the Census.

New York is still a major port of entry for people of foreign nations who come to the United States to live; many remain in the area. Although the number of new immigrants is now far below that of earlier times, it is still substantial. The SMSA, therefore, has a large number of persons of all races and nationalities who were born outside of the United States. The incidence of foreign born persons in the area--about 15 percent of the population in 1970--was three times as great as in the country as a whole.

The industrial composition of the New York area is similar to that of the entire United States with services, manufacturing and wholesale and retail trade predominating. Seven of every ten workers were employed in these industries, both in New York and the country as a whole. However, the distribution of employees within New York's manufacturing sector was substantially different, largely because the area is a major center of apparel production. Almost 65 percent of all employees in manufacturing were in nondurable goods industries, while only 40 percent were in such industries in the United States as a whole.

Finance, insurance, and real estate were also major activities in the economy of the area, employing one of every ten workers, as compared with one of every twenty nationally. Twelve percent of the country's employees in this industry division worked in the New York SMSA. Thirty percent of all employees in the segment of this industry composed of security, commodity brokerage, and investment companies were employed in the area.

Government is another important sector of the New York economy, employing 650,000 persons or almost 20 percent of all employees in 1974. The vast majority of these workers were in State and local government. The number of government workers began to decline in 1974, as the city of New York eliminated some 55,000 municipal jobs as part of an effort to balance its budget.

The average annual unemployment rate in the New York SMSA rose in each year from 1970 to 1975, except for 1973, when it declined somewhat from the previous year. In 1970, unemployment in New York was below the national average, but during the remaining years of the period it was above the average for the country by increasingly wider margins. By 1975, the jobless rate in the area was 9.9 percent, compared with 8.5 percent, nationally.

Civilian Labor Force

The proportion of women employed in the private sector surveyed by EEOC in 1974 was almost identical to their rate in the civilian labor force (40.9 percent) and significantly higher than their participation in State and local government (32.6 percent). Blacks also comprised about the same proportion of private employment and the civilian labor force (16.0 percent), but their participation in State and local government was almost twice that at 31.0 percent. Hispanics were 9.8 percent of the civilian labor force, 8.9 percent of the surveyed private sector employment and an underutilized 7.3 percent of government employment. In all those instances in which the proportions of women or minorities reached or exceeded parity, they were severely restricted from entering the highest-paid jobs and channelled toward those jobs with the lowest pay and the least opportunity for advancement.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, New York SMSA, 1974

Sex and Minority Group		1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage		100.0	56.0	97.0
Total:	Number	4,050,000	1,792,000	369,000
	Percent	100.0	100.0	100.0
All women		40.0	40.9	32.6
Blacks		16.0	15.0	31.0
Women		7.4	8.0	15.5
Hispanics		9.8	8.9	7.3
Women		3.6	3.6	2.2
Other minorities		1.6	1.7	.9
Women		.6	.8	.5

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were received from 6,500 establishments in the New York SMSA employing 1.8 million persons. They covered about 55 percent of private, non-farm employment. Women's participation rates increased in several of the choicer occupational categories--professionals, up 3.7 percentage points, craft workers, up 2.4 percentage points; and officials and managers, up 2.2 percentage points. (See table 3.) However, the proportion of women also rose in each of the lower paying occupational categories, with several of these increases being quite large. Despite gains, the participation rate of women in 1974 was high only in the office and clerical category, where three-fourths of all employees were women. Women were very much underrepresented in the craft workers and officials/managers categories (9.4 percent and 16.9 percent, respectively).

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, New York SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	1,683,604	192,365	186,450	70,139	148,258	527,318	144,201	174,824	97,740	142,309
	74	1,789,725	229,021	202,641	83,572	159,002	490,450	148,647	216,101	100,291	160,000
Men	70	60.1	85.5	72.9	72.4	64.9	28.1	93.0	72.6	70.9	60.7
	74	59.1	83.1	69.2	70.7	61.4	25.9	90.6	68.0	67.0	59.3
Women	70	39.9	14.5	27.1	27.6	35.1	71.9	7.0	27.4	29.1	39.3
	74	40.9	16.9	30.8	29.3	38.6	74.1	9.4	32.0	33.0	40.7
White	70	75.9	94.0	89.8	79.6	89.7	75.7	82.2	61.9	46.2	49.4
	74	74.3	91.7	86.3	76.9	87.1	72.7	80.1	65.1	52.4	45.4
Men	70	47.3	81.3	67.6	60.9	60.0	21.3	78.3	47.2	33.7	29.6
	74	45.8	77.3	62.7	57.8	55.7	18.5	74.1	45.8	35.6	26.8
Women	70	28.6	12.7	22.2	18.7	29.7	54.4	4.0	14.8	12.5	19.9
	74	28.5	14.4	23.6	19.1	31.4	54.2	6.0	19.3	16.8	18.6
Black	70	14.2	3.4	5.2	12.7	6.1	16.6	9.4	19.2	25.9	31.6
	74	15.0	4.7	6.7	13.9	7.7	18.0	10.5	18.5	22.7	33.8
Men	70	6.9	2.2	2.1	6.2	2.7	4.0	8.3	13.7	18.9	16.6
	74	7.1	2.9	2.5	6.8	3.1	4.2	8.9	12.3	15.8	17.3
Women	70	7.3	1.3	3.1	6.5	3.5	12.6	1.1	5.4	6.9	15.0
	74	8.0	1.8	4.1	7.1	4.6	13.8	1.6	6.3	6.9	16.5
Hispanic	70	8.8	1.9	2.2	5.6	3.4	6.7	7.8	18.3	27.1	18.0
	74	8.9	2.5	2.5	6.1	4.0	7.4	8.5	15.6	24.0	19.4
Men	70	5.3	1.5	1.4	3.9	1.7	2.4	6.0	11.3	17.7	13.8
	74	5.3	2.0	1.6	4.2	2.0	2.5	6.8	9.5	15.1	14.2
Women	70	3.5	.4	.8	1.7	1.7	4.3	1.8	6.9	9.4	4.2
	74	3.6	.5	.9	1.9	2.0	4.9	1.7	6.1	8.9	5.2

Blacks and Hispanics in New York experienced only slight increases in their proportion of private employment between 1970 and 1974. Blacks reached 15.0 percent of total EEO-1 employment in 1974, an increase of 0.8 percentage points. The participation rate of Hispanics rose 0.1 percentage point to 8.9 percent. Both groups had some improvement in their participation in the high-paying categories, although they were still substantially underrepresented in these jobs in 1974. Very large proportions of operatives, laborers, and service workers were either Hispanics or blacks in both 1970 and 1974. By the latter year, however, Hispanics and black proportions in the operative and laborer categories had declined.

Relatively few women in the New York area were employed in the three highest paying jobs, 1.9 percent of the women were craft workers, 5.3 percent were officials and managers, and 8.5 percent were professionals. The proportions of men who held these jobs were 12.7 percent, 18.0 percent, and 13.3 percent, respectively. But one-half of the women were office and clerical workers, compared with less than one-eighth of the men.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector by Sex and Race/Ethnic Group, New York SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	1,789,725	1,057,686	732,039	1,328,993	269,220	159,826
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	12.8	18.0	5.3	15.8	4.0	3.6
Professionals	11.3	13.3	8.5	13.2	5.0	3.2
Technicians	4.7	5.6	3.3	4.8	4.3	3.2
Sales workers	8.9	9.2	8.4	10.4	4.6	3.9
Office/clerical workers	27.4	12.0	49.7	26.8	32.8	22.7
Craft workers	8.3	12.7	1.9	9.0	5.8	7.9
Operatives	12.1	13.9	9.4	10.6	14.9	21.1
Laborers	5.6	6.4	4.5	4.0	8.5	15.1
Service workers	8.9	9.0	8.9	5.5	20.1	19.4

The occupational distribution of blacks and Hispanics were somewhat alike, but they were very different from those of whites. The proportion of whites who held the highest paying jobs of officials and professionals was much higher than the proportions of either of the two minority groups. Almost 30 percent of the whites were in these two categories combined, compared with 9.0 percent of the blacks and 6.8 percent of the Hispanics. A larger proportion of blacks than Hispanics were clerical workers (32.8 percent and 22.7 percent, respectively), while Hispanics were more highly concentrated in each of the blue-collar categories. Proportionately fewer whites than blacks or Hispanics were laborers or service workers (less than 10 percent of the whites held these jobs, as compared with 30 percent of the blacks and 35 percent of the Hispanics).

Women in the 10 largest industries in the New York SMSA held from one-half to two-thirds of all jobs in three of the lowest paying industries--banking, health services, and general merchandise stores. Female participation rates were also fairly high in several moderate-to-high-paying industries, notably insurance carriers and communication. But in these industries, women were concentrated in lower paying jobs.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race/Ethnic Group, New York SMSA, 1974

Industry	Total Employment	Participation Rates: Women	Black	Hispanic
Total, all industries	1,716,000	40.9	15.0	8.9
Banking	136,000	53.1	18.4	8.5
Health services	128,000	66.6	32.7	11.1
Business services	113,000	40.4	20.8	12.0
Communication	108,000	43.6	18.6	3.4
General merchandise stores	99,000	64.0	17.1	6.2
Chemicals and allied products	83,000	31.2	9.7	6.9
Insurance carriers	80,000	56.8	12.7	5.4
Wholesale trade-durable goods	67,000	27.5	7.9	6.1
Printing and publishing	65,000	39.9	8.4	5.5
Electrical and electronic equipment	59,000	36.9	15.4	13.8

Blacks and Hispanics both had relatively high participation in health services and business services, together accounting for 45 percent of the jobs in the former industry and one-third in the latter. Blacks also had high rates in banking (18.4 percent) and communication (18.6 percent). Both blacks and Hispanics were underrepresented in wholesale trade-durable goods and printing and publishing. In addition, Hispanics were employed in low proportions in communication, general merchandise stores, chemicals and allied products, and insurance carriers.

Employment of Women and Minorities in State and Local Government

Data on the 1974 employment patterns of women and minorities in State and local government in the New York SMSA clearly show that these workers were concentrated in functions and occupations with the lowest earnings, while the highest paying jobs were restricted almost exclusively to men and whites. Almost 97 percent of all full-time government employees (excluding education) were covered by the 1974 EEO-4 survey.

In 1974, 322,000 government workers were employed on a full-time basis and 47,000 were other than full-time. Women, who were 31.1 percent of all full-time employees, constituted 42.9 percent of part-time/temporary workers. Blacks held about the same proportion of both types of jobs (31 percent), while Hispanics were employed at a much lower rate in full-time jobs (6.5 percent and 12.2 percent).

The patterns of full-time employment of women and minorities among the major government functions in New York were strikingly similar. Women, blacks, and Hispanics were grossly underrepresented in the highest paying functions--fire protection, police protection, and sanitation and sewage. Each group also had very high participation rates in the two lowest paying functions of hospitals/sanatoriums and public welfare.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race/Ethnic Group, New York SMSA, 1974

Function	All Employees		Participation Rates		
	Median Salaries	Number	Women	Black	Hispanic
Total	$ 11,987	322,350	31.1	30.9	6.5
Hospitals & sanatoriums	9,355	72,331	60.4	50.5	11.4
Utilities & transportation	12,559	64,789	9.8	32.1	5.2
Police protection	14,566	44,392	6.1	11.2	3.1
Public welfare	9,598	32,377	65.9	46.9	7.8
Financial administration	11,037	21,517	42.7	15.7	3.4
Sanitation & sewage	14,178	17,670	3.3	13.5	2.3
Housing	10,967	16,775	22.9	35.0	15.0
Fire protection	14,658	16,314	1.3	5.0	1.6
Other 1/	N/A	36,185	34.0	26.2	4.4

1/ Other includes community development, corrections, employment security, health, natural resources, streets and highways, and other miscellaneous functions.

Full-time women workers accounted for three-quarters of the office and clerical workers and almost 70 percent of the para-professionals. These are the lowest paying government occupations in the New York SMSA. The lowest female participation rates were 1.5 percent of skilled craft workers and 2.8 percent of protective service workers. Black and Hispanic women held even less favorable positions than white women. While white women held 36.0 percent of the clerical jobs, they were also 22.0 percent of professionals and 13.2 percent of officials/administrators. Black and Hispanic women had their highest participation in the two lowest paying categories.

Both blacks and Hispanics were most poorly represented in the highest paying category, officials/administrators. Both minorities also had relatively low participation as protective service workers and Hispanics as professionals and technicians. The highest black and Hispanic participation rates were in the para-professional category. (68.6 percent and 11.6 percent, respectively). More than two-fifths of all office/clerical workers were black. Hispanics accounted for one of every 10 service/maintenance workers, the next lowest paying occupation after clerical and para-professional.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, New York SMSA, 1974

	Both Sexes					Women			
	Total								
Occupation	Number	Percent	White	Black	Hispanic	Total	White	Black	Hispanic
Total	322,350	100.0	61.5	30.9	6.5	31.1	13.1	15.5	1.9
Officials/administrators	13,985	100.0	84.4	12.6	2.3	18.5	13.2	4.7	.5
Professionals	52,299	100.0	69.4	22.1	4.0	40.7	22.0	14.2	1.8
Technicians	17,712	100.0	64.3	31.2	3.6	32.3	8.8	21.6	1.4
Protective service	58,195	100.0	80.6	15.7	3.6	2.8	1.3	1.5	.1
Para-professionals	27,307	100.0	18.9	68.6	11.6	68.8	12.0	51.2	5.1
Office/clerical	60,942	100.0	50.9	41.5	7.0	75.1	36.0	33.7	5.0
Skilled craft	25,414	100.0	74.0	19.6	6.0	1.5	.6	.8	.2
Service/maintenance	66,496	100.0	55.4	33.9	10.4	6.0	1.6	3.7	.6

In 1974, 45.7 percent of all women were clerical workers, 21.2 percent were professionals, and 18.8 percent were para-professionals. (See table 8.) No more than 6 percent of the women were employed in each of the remaining occupations. Men had a very different occupational distribution: the largest concentration of men was in service/maintenance jobs (28.1 percent), followed by protective service (25.5 percent). Relatively few men were para-professionals (3.8 percent) or clerical workers (6.8 percent).

More blacks and Hispanics held office/clerical jobs (25.4 and 20.4 percent, respectively) and service jobs (22.6 and 32.8 percent) than any other. Whites were mainly protective service workers (23.7 percent), service/maintenance workers (18.6 percent) and professionals (18.3 percent). Six percent of the whites were officials and administrators, compared with 1.8 percent of the blacks and 1.5 percent of the Hispanics.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race/Ethnic Group, New York, SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	322,350	222,148	100,202	198,178	99,479	21,039
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.3	5.1	2.6	6.0	1.8	1.5
Professionals	16.2	14.0	21.2	18.3	11.6	9.9
Technicians	5.5	5.4	5.7	5.7	5.6	3.0
Protective service	18.1	25.5	1.6	23.7	9.2	10.1
Para-professionals	8.5	3.8	18.8	2.6	18.8	15.0
Office/clerical	18.9	6.8	45.7	15.6	25.4	20.4
Skilled craft	7.9	11.3	.4	9.5	5.0	7.3
Service/maintenance	20.6	28.1	4.0	18.6	22.6	32.8

State and local governments in the New York area hired almost 42,000 persons between July 1, 1973 and June 30, 1974. The hiring rate was more than 10 percent of the June 1974 level of employment. Some 45 percent of the new hires were women, substantially above their 40.0 percent incidence in the labor force. Among the highest paying jobs, only about 5 percent of newly-hired protective service workers and craft workers were women.

Blacks were 34.1 percent of the new hires, more than double their 16.0 percent incidence in the labor force. Hispanics were hired at a rate slightly below their labor force incidence (9.0 and 9.8 percent, respectively). The proportions of black and Hispanic new hires were greatest in the three lowest paying categories--para-professionals office/clerical, and service/maintenance.

The median annual salary of female State and local government workers in New York was $9,200, more than $4,100 below that of their male counterparts. (See table 9.) The largest differences were in those occupations in the middle salary range--craft workers, technicians, and service/maintenance workers. The median for women exceeded the male median only in the lowest paying occupation--para-professionals.

In 1974, blacks, on the average, earned $3,400 less than whites and Hispanics, $4,100 less. In each of the occupational categories, both minority groups earned less than whites. The largest discrepancy between the median salaries of these majority groups and whites was in the technicians' category ($4,500 less for blacks and $4,400 less for Hispanics). Hispanic service/maintenance workers had low salaries ($4,100 below whites), as did both black and Hispanic professionals ($2,000 less and $2,300 less than whites, respectively).

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race/Ethnic Group, New York SMSA, 1974

	Both Sexes				Men				Women			
Occupation	Total	White	Black	Hispanic	Total	White	Black	Hispanic	Total	White	Black	Hispanic
Total	$11,987	$13,347	$ 9,953	$ 9,218	$13,317	$13,977	$11,525	$ 9,900	$ 9,197	$ 9,678	$ 8,938	$ 7,985
Officials/administrators	18,908	19,083	18,210	17,598	19,503	19,589	19,260	18,197	16,126	16,344	15,857	15,455
Professionals	13,913	14,652	12,633	12,330	15,351	15,864	13,574	13,000	12,364	12,521	12,332	11,861
Technicians	11,731	13,835	9,368	9,461	13,931	14,577	11,053	10,119	9,229	9,627	9,140	9,085
Protective service	14,247	14,341	13,670	13,433	14,275	14,353	13,803	13,459	12,573	13,177	12,105	11,974
Para-professionals	8,460	8,790	8,542	7,599	8,133	8,682	8,276	7,555	8,576	8,841	8,615	7,660
Office/clerical	8,569	8,831	8,379	7,668	9,577	9,738	9,621	8,234	8,320	8,543	8,196	7,509
Skilled craft	13,669	13,927	12,932	12,490	13,719	13,952	13,075	12,607	8,050	8,391	7,720	7,546
Service/maintenance	11,416	12,220	10,799	8,806	11,604	12,309	11,103	9,004	7,788	8,163	7,836	7,191

NEWARK, NEW JERSEY

Summary of Findings

*** Blacks' participation in private surveyed employment in the Newark SMSA remained consistently below their incidence in the area's labor force between 1970 and 1974. Blacks continued to hold extremely small shares of the jobs in the top-paying managerial and professional occupations and were underrepresented in the well-paying craft jobs.

*** By 1974, Hispanics were fairly well represented compared with their incidence in the labor force, but remained grossly underrepresented in all the white-collar occupations.

*** Blacks and Hispanics were more likely than whites to work as generally lower paid operatives, laborers, and service workers.

*** Women too held less than their fair shares of employment in the well-paying managerial and craft categories, and were instead concentrated in the poorly paid clerical category. Black and Hispanic women were more likely than white women to be found in operative and laborer jobs.

*** Although blacks were well represented overall in surveyed State and local government employment, they were underrepresented in the three highest paying occupations--administrator, professional, and protective service.

*** Hispanics were practically non-existent in government work, except in the para-professional and service/maintenance occupations.

*** Women in public employment were underrepresented not only overall but in every occupation with a high median annual salary. That underrepresentation was extreme among well-paid protective service and craft workers.

*** Overall and in each occupational category in State and local government, median salaries of women were substantially lower than those of their male counterparts. Likewise, blacks and Hispanics generally were paid salaries lower than were whites.

Area Characteristics

The Newark SMSA, consisting of Essex, Morris, Union and Somerset counties, is located in northeastern New Jersey. The area's 1974 population was 2.0 million, a decrease of 2 percent from the 1970 Census figure. Blacks, the dominant minority, comprised 17 percent of the population in 1970 and persons of Spanish origin accounted for about 4 percent. Minorities were represented at much higher rates in Newark proper than in the area as a whole; blacks were 54 percent and Hispanics were 12 percent of the city's population.

Table 1. Population in the Newark SMSA and the City of Newark, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	2,055,000	100.0
Black	356,000	17.3
Hispanic	79,000	3.9
Other minorities	11,000	.8
City of Newark		
Total	382,000	100.0
Black	207,000	54.2
Hispanic	45,000	11.7
Other minorities	4,000	1.7

Newark, the seat of Essex County and the largest city in New Jersey, is an important industrial and commercial center. Its industrial growth began in the early 19th century, when the construction of railroads and canals stimulated the expansion and development of a diversity of industry, including shoemaking, tanning, jewelry, insurance and shipbuilding. During World War I, Newark was the nation's leading shipbuilding city. However, about 1930 the city began to change economically. Today, the city houses the headquarters of several large insurance companies and is the nation's third leading insurance city. The Port of New York Authority which operates Newark Airport and Port Newark has been a significant factor in the economic life of Newark. Newark has the world's largest privately owned bus system and one of the worlds' largest containerized shipping centers.

In 1974, three of every ten non-agricultural employees in the SMSA worked in the manufacturing sector, which was dominated by five industries--chemicals, electrical equipment, machinery, ordinance, and fabricated metal products. Another four of every ten employees were in either trade or services. Government provided employment for 15 percent of the non-farm workers, with four of every five government workers being employed by State and local governments.

The Newark area has suffered considerably from the nation's recent economic downturn, experiencing unemployment rates higher than the national average since 1972. In 1975, an average of 10.2 percent of the civilian labor force, or 92,000 persons, were unemployed in the Newark SMSA.

Civilian Labor Force and Surveyed Employment

Women's participation rates in both private and public sector employment surveyed by the Commission were lower than their 39 percent representation in the local civilian labor force.

The proportion of blacks in State and local government exceeded both their representation in surveyed private employment and their 16 percent incidence in the local labor force.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Newark SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	53.3	92.0
Total: Number	916,000	396,000	46,000
Percent	100.0	100.0	100.0
All women	38.8	36.0	34.8
Blacks	15.6	13.2	20.4
Women	7.2	6.0	9.4
Hispanics	3.6	5.8	2.5
Women	1.3	2.0	1.5
Other minorities	.6	1.1	.3
Women	.2	.5	.2

Source: Bureau of the Census, Department of Labor and Equal Employment Opportunity Commission.

Hispanics, on the other hand, were somewhat underrepresented in the public sector, but represented fairly in the private sector, as compared with their incidence in the labor force (4 percent).

Employment of Women and Minorities in the Private Sector

The position of women in surveyed private employment in the Newark SMSA changed only slightly between 1970 and 1974, according to EEO-1 reports. In the latter year, reports were received from 1,710 establishments (972 companies) employing 396,000 persons, covering 53 percent of total private, nonfarm employment. Women were 36 percent of private employment in 1974, compared with their labor force rate of 39 percent.

They continued to be represented at low rates in the well-paying managerial and craft occupations. While women did experience a significant growth in their share of the medium earnings technicians category, they nevertheless remained underrepresented in those jobs. (See table 3.)

There was very little improvement in the participation rates of blacks in surveyed private employment between 1970 and 1974. Blacks' overall rate of 13 percent in 1974 was still below their labor force rate. Blacks continued to hold extremely small shares of the jobs in the top-paying managerial and professional occupations and were underrepresented in the well-paying craft jobs. Although their proportions of employment declined in the low-paying laborer and service worker categories, in 1974, they were still represented at very high rates in those categories.

The overall participation of Hispanics in EEO-1 surveyed employment improved somewhat since 1970. In 1974, they were 5.8 percent of all employees, though only 3.6 percent of the civilian labor force. Unfortunately, however, Hispanics were grossly underrepresented in all the white-collar jobs, and particularly in the policy-making managerial and professional positions. The Hispanic share of employment increased considerably in the low-paying laborers category, so that in 1974 they were represented at a rate equal to five times their occurrence in the labor force.

The occupational distribution of women in the Newark SMSA differed considerably from that of men. (See table 4.) Only 11 percent of the women were managers or professionals, but 28 percent of the men held these jobs. A minimal one percent of the women compared with 17 percent of the men were craft workers. In contrast, 44 percent of the women were poorly-paid office and clerical workers, whereas only 6 percent of the men were so employed. Both black and Hispanic women were more heavily concentrated in the operative and laborer jobs than were white women.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Newark SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	392,010	38,992	38,901	24,064	31,776	80,476	45,887	81,532	27,530	22,852
	74	396,280	45,791	42,015	25,580	31,264	77,338	44,668	77,058	27,166	25,400
Men	70	65.4	89.1	77.0	75.7	66.4	20.9	95.8	73.9	65.7	57.0
	74	64.0	88.3	74.5	71.1	63.4	19.1	95.6	69.7	67.3	56.0
Women	70	34.6	10.9	23.0	24.3	33.6	79.1	4.2	26.1	34.3	43.0
	74	36.0	11.7	25.5	28.9	36.6	80.9	4.4	30.3	32.7	44.0
White	70	82.2	96.6	92.5	88.4	92.3	87.1	89.3	70.8	55.5	61.5
	74	79.9	94.9	90.5	85.9	90.9	83.5	85.2	67.2	53.1	62.8
Men	70	54.6	86.4	72.9	69.0	62.0	18.6	86.3	53.1	36.1	35.1
	74	52.3	84.4	69.4	63.4	58.9	16.2	81.9	48.3	35.3	35.3
Women	70	27.6	10.2	19.6	19.4	30.3	68.5	3.1	17.7	19.4	26.4
	74	27.6	10.5	21.0	22.5	32.1	67.3	3.3	18.9	17.8	27.5
Black	70	12.8	2.3	3.0	8.5	5.9	11.1	7.8	19.8	29.7	32.5
	74	13.2	3.3	4.0	9.5	6.7	13.2	9.5	20.4	26.0	29.4
Men	70	7.3	1.7	1.4	4.6	3.0	1.8	7.1	14.0	19.5	17.4
	74	7.2	2.4	1.8	4.7	3.0	2.1	8.8	13.3	17.7	15.6
Women	70	5.5	.5	1.6	4.0	2.9	9.2	.6	5.9	10.2	15.1
	74	6.0	.9	2.3	4.8	3.6	11.1	.6	7.1	8.3	13.8
Hispanic	70	4.3	.7	1.4	1.9	1.1	1.5	2.8	9.1	14.5	5.6
	74	5.8	1.2	1.6	2.3	2.0	2.5	4.9	11.8	20.2	6.9
Men	70	3.0	.6	.9	1.4	.9	.4	2.3	6.7	9.9	4.2
	74	3.8	1.1	1.0	1.7	1.2	.6	4.4	7.8	13.8	4.4
Women	70	1.3	*	.4	.5	.3	1.1	.5	2.4	4.6	1.5
	74	2.0	.2	.6	.7	.7	1.9	.4	4.0	6.4	2.5

* Less than 0.05 percent.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, Newark SMSA, 1974

	All Employees			White	Hispanic	Black
Occupation	Total	Men	Women			
Total number	396,280	253,480	142,800	316,717	22,917	52,408
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	11.6	16.0	3.7	13.7	2.9	2.4
Professionals	10.6	12.3	7.5	12.0	3.2	2.9
Technicians	6.5	7.2	5.2	6.9	4.6	2.6
Sales workers	7.9	7.8	8.0	9.0	4.0	2.7
Office/clerical workers	19.5	5.8	43.8	20.4	19.4	8.4
Craft workers	11.3	16.8	1.4	12.0	8.1	9.5
Operatives	19.4	21.2	16.3	16.4	30.0	39.8
Laborers	6.9	7.2	6.2	4.6	13.5	24.0
Service workers	6.4	5.6	7.8	5.0	14.3	7.7

Small proportions of blacks and Hispanics, particularly as compared with whites, were in the better paying managerial and professional jobs. That is, only 6 percent of the blacks and 5 percent of the Hispanics were managers and professionals, but 26 percent of the whites were employed in these two remunerative occupations. At the other end of the pay scale, six of every ten blacks and seven of every ten Hispanics were operatives, laborers, and service workers.

Because of the occupations to which women had access, they were underrepresented in those industries characterized by blue-collar employment (i.e., manufacturing) and well represented in industries marked by white-collar employment (i.e., trade, services, etc.). Unfortunately, this disparate employment pattern meant that women held low shares of employment in industries with higher than average earnings, non-electrical machinery and fabricated metal products in particular. They were also underrepresented in wholesale trade (durables), a traditionally male-dominated, high-paying industry. Women held

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Race/Ethnic Group, Newark SMSA, 1974

Industry	Total Employment	Participation Rates Women	Blacks	His-panics
Total, all industries	**396,000**	**36.0**	**13.2**	**5.8**
Chemicals and allied products	42,900	26.6	9.5	4.6
Electrical and electronic equipment	42,700	35.2	12.1	5.9
Health services	26,000	79.4	24.0	4.3
Insurance	23,300	55.6	11.9	2.3
Business services	21,300	25.4	17.1	2.6
Machinery, except electrical	17,600	23.8	8.7	5.7
Communication	16,200	49.2	16.2	2.1
General merchandise stores	16,200	69.6	14.1	1.7
Wholesale trade-durable goods	14,100	22.7	7.6	3.6
Fabricated metal products	13,200	24.0	15.3	13.8

their largest shares of employment in the low-paying health services, general merchandise stores, and insurance industries.

Blacks were largely excluded from every industry with high average earnings. They held their lowest share of employment in wholesale trade (durables), a field of employment with high earnings potential which is generally controlled and staffed by white males. Blacks also held too few jobs in the extremely high earnings non-electrical machinery and chemicals industries. Their largest shares of employment were in the low average earnings health and business services industries. The only other industry where they were represented at a rate equal to or greater than their 16 percent incidence in the labor force was communications, but in that field seven of every ten blacks, compared with three of every ten whites, were low-paid clericals (includes telephone operators).

Hispanics were generally underrepresented, compared with their 3.6 percent incidence in the labor force, in four industries involving direct dealings with the public-general merchandise stores, communications, insurance, and business services. In the six remaining industries, Hispanics were well represented overall, but they were concentrated in the low-paying operative, laborer, and service worker jobs. This job isolation was especially obvious in the high-paying fabricated metal industry, where eight of every ten Hispanics were relegated to those jobs.

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey, women and Hispanics in the Newark SMSA were employed in State and local government (excluding education) at rates below their incidence in the local labor force. Blacks, however, were represented at a higher rate. Both women and minorities were highly disadvantaged in the occupations they held and the salaries they earned. EEO-4 reports were received from the State of New Jersey and 47 local jurisdictions (counties, municipalities, townships and special districts). Projections based on these reports provided employment figures representing approximately 92 percent of all State and local government employees in the Newark SMSA. Womens' share of the 8,200 other than full-time jobs (42 percent) was higher than their share (33 percent) of the 37,600 full-time jobs. On the other hand, blacks' 17 percent and Hispanics' 2 percent participation rates in non-full-time employment were lower than their shares of full-time employment (21 percent and 3 percent, respectively).

Paralleling the situation in the private sector, women in full-time public employment in the Newark area were underrepresented not only overall, but in every function of government with high median annual salaries--that is, fire protection, police protection, corrections, and housing. Their lowest participation (0.7 percent) occurred in the function with the highest median salary, fire protection. Although not extremely underrepresented in corrections, there women earned median

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex, and Race/Ethnic Group, Newark SMSA, 1974

Function	All Employees		Participation Rates		
	Median Salaries	Number	Women	Blacks	Hispanic
Total	$10,383	37,593	33.3	21.2	2.7
Police protection	11,914	7,110	11.3	10.5	1.1
Hospitals and sanatoriums	8,882	4,667	64.9	42.8	11.7
Financial administration	9,235	3,974	60.6	13.8	1.1
Streets and highways	9,817	2,927	4.3	12.3	.8
Fire protection	12,203	2,657	.7	3.3	.2
Public welfare	8,601	2,510	74.1	31.3	1.9
Sanitation and sewage	9,159	2,253	6.7	39.6	2.9
Natural resources	9,300	1,955	19.3	16.4	.8
Corrections	11,694	1,953	33.9	22.5	1.0
Housing	10,560	1,250	17.9	38.5	5.7
Health	9,303	875	58.6	25.9	1.1
Other 1/	N/A	5,462	42.8	19.7	1.6

1/ Other includes community development, utilities and transportation, employment security and other miscellaneous functions.

salaries $3,700 lower than similarly employed men. Women were represented at very high rates in the two functions with the lowest median annual salaries--public welfare and hospitals.

In contrast to their underrepresentation in private employment, blacks were well represented overall in State and local government employment. However, they held very few jobs in the functions with the highest median salaries--police and fire protection. Blacks seemed to encounter little difficulty gaining employment in the hospitals and the sanitation and sewage functions, where median salaries were low, particularly for blacks.

The public sector was a less abundant source of employment than the private sector for Hispanics. Hispanics were underrepresented among employees in State and local government overall, and in almost all of the functions. Their lowest share of employment (0.2 percent) was in fire protection. Only in the low-paying hospitals and the relatively small housing functions were Hispanics represented at rates equal to or greater than their incidence in the area's labor force.

Women held a disproportionately small number of the well-paid government jobs, such as protective service and skilled craft workers and administrators. At the low end of the pay scale, women accounted for 91 percent of the clerical workers and 57 percent of the para-professionals.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, Newark SMSA, 1974

	Both Sexes					Women			
	Total								
Occupation	Number	Percent	White	Black	Hispanic	Total	White	Black	Hispanic
Total	37,593	100.0	75.3	21.2	2.7	33.3	21.4	9.8	1.7
Officials/administrators	2,302	100.0	86.7	12.3	.5	23.4	18.7	4.6	.1
Professionals	6,657	100.0	83.6	12.6	1.2	34.6	26.3	6.7	.4
Technicians	2,385	100.0	76.1	22.4	1.0	33.4	16.6	16.0	.5
Protective service	7,485	100.0	88.6	10.4	.9	2.8	1.8	1.0	*
Para-professionals	3,965	100.0	44.7	40.7	13.4	57.1	17.4	26.9	12.3
Office/clerical	5,988	100.0	76.2	21.6	1.3	90.7	68.5	20.4	1.2
Skilled craft	2,260	100.0	83.3	15.5	1.1	8.7	6.9	1.7	-
Service/maintenance	6,551	100.0	62.1	34.6	3.0	11.8	6.1	5.3	.3

*Less than 0.05 percent.

Blacks were underrepresented compared with their incidence in the labor force in all of the three highest paying occupations--administrators, professionals, and protective service workers. Their two highest rates were in the low-paying para-professional and service/maintenance categories. Black women, who were 46 percent of the black workers, were represented at a rate four times greater than their share of the labor force in the para-professionals category and three times greater in the clerical category.

Hispanics were practically non-existent in government work, except in the para-professional and service/maintenance occupations. In fact, Hispanics were only 1 percent of combined employment in the remaining six occupations. Hispanic women were an unusually large proportion (62 percent) of the Hispanic workers. They comprised 1 percent of the area's labor force, but 12 percent of the para-professionals.

There were considerable differences in the occupations for which men and women were employed. (See table 8.) Women were less likely than men to be found in the well-paying jobs. Only 2 of every 100 women were in the protective service category (median salary $11,700), as compared with 29 of every 100 men. In contrast, 62 of every 100 women were office/clerical workers (median salary $7,700) or para-professionals (median salary: $8,400). Only 9 of every 100 men were in these low-paying jobs. Even in those occupations where similar proportions of men and women were employed, women were paid less. The median annual salary of male administrators was $4,000 more than that of female administrators ($17,200 as compared with $13,200). (See table 9.) As professionals and technicians, women were paid only 80-83 percent the salary of their male counterparts.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race/Ethnic Group, Newark SMSA, 1974

	All Employees			White	Black	Hispanic
Occupation	Total	Men	Women			
Total number	37,593	25,084	12,509	28,296	7,962	1,007
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	6.1	7.0	4.3	7.1	3.6	1.2
Professionals	17.7	17.4	18.4	19.7	10.6	7.8
Technicians	6.3	6.3	6.4	6.4	6.7	2.3
Protective service	19.9	29.0	1.7	23.4	9.8	6.6
Para-professionals	10.5	6.8	18.1	6.3	20.3	52.6
Office/clerical	15.9	2.2	43.4	16.1	16.3	7.8
Skilled craft	6.0	8.2	1.6	6.7	4.4	2.4
Service/maintenance	17.4	23.0	6.2	14.4	28.4	19.3

A substantial majority of blacks (65 percent) were in the three lowest paid occupations--office/clerical, paraprofessional and service/maintenance. Only 38 percent of the whites were in those occupations. One-fourth of all blacks were in the three top-paying positions (administrators, professionals, and protective service), as compared with half of all whites.

Hispanics were concentrated (72 percent) in two low-paying occupations--para-professional and service/maintenance. Unlike other employee groups, only a small proportion (8 percent) was in the office/clerical category, where the Hispanic median salary was a low $7,000.

State and local governments hired 4,136 full-time employees between July 1, 1973 and June 30, 1974. These newly hired persons were 11 percent of the June 1974 full-time employment. Women accounted for 45 percent of the newly hired employees--a rate higher than their incidence in the labor force. They were well above their labor force rate in only three occupations--office/clerical (90 percent), para-professionals (55 percent) and technicians (51 percent). However, only 7 percent of all newly hired women went into the last of these three occupations which offers medium earnings, while nearly two-thirds went into the first two low-pay occupations.

One-fourth of the new hires were black, a proportion well above their incidence in the labor force. Blacks were hired at rates similar to their participation in full-time employment, except in three occupations. They were hired at much higher rates in the protective service and craft categories and at a considerably lower rate in service/maintenance. However, two-thirds of all blacks continued to be hired for the three lowest paying occupations--para-professional, clerical, and service/maintenance.

Hispanics were hired at a rate below their incidence in the civilian labor force, indicating a continued pattern of discrimination against this minority group. No Hispanics at all were hired as either administrators or craft workers. A majority

Table 9. **Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race/Ethnic Ethnic Group, Newark SMSA, 1974**

Occupation	Both Sexes				Men				Women			
	Total	White	Black	His-panic	Total	White	Black	His-panic	Total	White	Black	His-panic
Total	$10,383	$10,999	$ 8,833	$ 8,766	$11,296	$11,681	$ 9,398	$ 9,271	$ 8,463	$ 8,686	$ 7,973	$ 8,576
Officials/administrators'	15,655	15,915	14,602	12,500	17,155	17,442	15,500	13,000	13,182	13,046	13,612	N/A
Professionals	13,350	13,677	11,550	12,196	14,230	14,402	12,360	12,906	11,831	12,009	11,034	11,250
Technicians	11,124	11,514	10,019	8,200	11,916	12,043	11,023	10,375	9,538	9,663	9,517	7,333
Protective service	11,675	11,710	11,403	11,333	11,696	11,728	11,438	11,364	10,109	9,679	10,750	N/A
Para-professionals	8,412	9,232	7,748	8,705	9,675	10,538	8,058	7,938	7,843	7,496	7,626	8,715
Office/clerical	7,667	7,798	7,302	7,029	9,500	9,782	8,706	6,500	7,564	7,676	7,252	7,063
Skilled craft	10,773	10,920	10,124	9,429	11,042	11,180	10,398	9,429	9,042	9,022	9,130	-
Service/maintenance	8,596	8,672	8,521	8,186	8,704	8,780	8,620	8,381	7,678	7,643	7,809	7,000

(62 percent) of Hispanic workers were hired as paraprofessionals, clerical workers, and service/maintenance workers.

As a result of their being employed in traditionally female-dominated, and thus poorly paid, occupations, women in State and local government in the Newark SMSA earned salaries consistently lower than men. Their overall salary, $8,500, was only 75 percent of that paid to men.

Blacks' and Hispanics' overall median annual salaries each were 80 percent of that paid to whites, primarily because of continued concentration in poorly paid occupations and virtual exclusion from the well-paying occupations and functions of government.

NORFOLK-VIRGINIA BEACH-PORTSMOUTH,VIRGINIA-NORTH CAROLINA

Summary of Findings

*** In 1974, blacks in EEOC-surveyed private industry in the Norfolk-Virginia Beach-Portsmouth SMSA were underutilized in all white-collar jobs and in blue-collar skilled craft jobs in relation to their incidence in the civilian labor force. They were highly concentrated in the lower paid operative, laborer, and service worker occupations.

*** Even in industries where blacks were employed in fair proportions, such as construction, they were relegated to the low-paid occupations and were excluded from the better paid and white-collar slots.

*** Women's share of employment in private sector establishments increased from 1970 to 1974, and by the latter year had slightly more than matched their incidence in the civilian labor force. They were, however, concentrated in clerical and sales worker occupations.

*** The level of female employment in the selected largest private sector industries in the SMSA varied inversely with the average earnings levels in the industries.

*** Although blacks were employed in State and local government in representative proportions, it was usually in the service/maintenance category. They were virtually excluded from police and fire protection jobs.

*** The gap between black and white median salaries was substantially greater in this SMSA than for the nation as a whole. Blacks were so heavily concentrated in the low paid service/maintenance category that their overall median annual salary was less than three-quarters that of whites.

*** Women in State and local government were found chiefly in the lower paid office/clerical worker category, but relatively large numbers of women also were employed as professionals.

*** Overall, and in each occupational category in State and local government, median annual salaries were lower for women than for men.

Area Characteristics

The Norfolk-Virginia Beach-Portsmouth SMSA is located in southeast Virginia and northeast North Carolina. The area surrounds the Port of Hampton Roads, a channel between the mouth of the James River and the Chesapeake Bay, and borders on the Atlantic Ocean.

This SMSA consists of Currituck County, North Carolina and five independent cities in Virginia (Chesapeake, Norfolk, Portsmouth, Suffolk, and Virginia Beach). The area's population was 766,000 in 1974, an increase of 5 percent over the 1970 Census count. From 1970 to 1974, Norfolk, the largest city in the State of Virginia, declined 6 percent in population; meanwhile, Virginia Beach, the State's third largest city, increased 22 percent in population.

The population of the Norfolk-Virginia Beach-Portsmouth SMSA was 26 percent black in 1970. Proportionately, the largest black concentration was in the city of Portsmouth where they were 40 percent of the residents. (See table 1.)

The Port of Hampton Roads is renowned as the world's finest harbor; it ranks first in export tonnage among the Atlantic ports and is the largest coal port in the world. The area has developed not only into one of the nation's most vital shipping centers but into an important shipbuilding area as well. In addition, Norfolk maintains the greatest concentration of naval installations in the world. In 1974, a high 28 percent of all nonagricultural employees in the SMSA were Federal, State and local government employees. Another 24 percent worked in wholesale and retail trade; 17 percent were employed in service industries (including health services), while only 12 percent were employed in manufacturing industries.

Table 1. Population in the Norfolk-Virginia Beach-Portsmouth SMSA and the Cities of Norfolk, Virginia Beach, and Portsmouth, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	733,000	100.0
Black	193,000	26.3
Other minorities	17,000	2.3
City of Norfolk		
Total	308,000	100.0
Black	87,000	28.3
Other minorities	10,000	3.4
City of Virginia Beach		
Total	1,172,000	100.0
Black	16,000	9.1
Other minorities	4,000	2.1
City of Portsmouth		
Total	111,000	100.0
Black	44,000	39.9
Other minorities	1,000	1.3

Source: Bureau of the Census and Virginia Employment Commission.

Unemployment rates in the Norfolk-Virginia Beach-Portsmouth area were consistently below the national rates for the five years between 1971 and 1975. In 1975, an average of 6.2 percent of the civilian labor force were unemployed, compared with a national unemployment rate for 1975 of 8.5 percent.

Civilian Labor Force and Surveyed Employment

The participation rate of women in State and local government (31 percent) was significantly lower than their participation either in the civilian labor force (40 percent) or in private sector employment surveyed by EEOC (42 percent). Blacks' participation rates were 30 percent in State and local government and 29 percent in private sector employment, while their incidence in the civilian labor force was 27 percent. As is shown below, however, blacks and women, both in private and public employment, generally held low proportions of the better-paying occupations.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	36.2	90.0
Total: Number	283,300	65,000	13,900
Percent	100.0	100.0	100.0
All women	40.3	42.0	31.0
Blacks	27.3	28.8	30.2
Women	11.9	12.0	9.4
Other minorities	1.2	1.5	.6
Women	.4	.9	.4

Source: Virginia Employment Commission and Equal Employment Opportunity Commission.

Employment of Women and Minorities in the Private Sector

The position of women in surveyed private employment in the Norfolk-Virginia Beach-Portsmouth labor market improved between 1970 and 1974 according to EEO-1 reports, partially as a result of expanded hospital services in the area. In the latter year, reports were received from 451 establishments employing 65,000 persons, covering 36 percent of total private, non-farm employment. Changes in female participation from 1970 to 1974 were considerable, the largest ones being in the unskilled laborer category where women's share of total employment fell 15 percentage points to 24 percent; in the sales worker category where their share rose 15 percentage points to 56 percent; and in the technician category where their share rose 14 percentage points to 49 percent. In 1974, women were represented at rates well below their overall rate in the top-paying official and manager category and in all blue-collar occupations. (See table 3.)

Although blacks experienced no change in their overall representation between 1970 and 1974, they enjoyed increased participation in all occupations except the generally low-paying laborers and service workers. Still, blacks were grossly underrepresented in the higher paying, decision-making official and manager and professional occupations, participating in them at only 6 percent and 7 percent, respectively. The number of black laborers declined by 31 percent between 1970 and 1974, but in 1974 they were still 68 percent of the workers in that job category, a rate well above their incidence in the labor force (27 percent). The participation rates of blacks at least equalled their overall civilian labor force rate in only two other job categories--operative and service worker.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	56,200	4,739	3,446	2,221	5,692	9,000	7,149	10,167	8,706	5,080
	74	64,926	5,898	3,954	2,615	8,632	10,235	8,331	12,503	6,143	6,615
Men	70	61.1	86.7	53.5	65.5	50.6	21.1	97.8	73.3	60.8	47.4
	74	58.0	82.5	54.1	51.4	44.1	17.9	95.4	66.6	75.8	41.5
Women	70	38.9	13.3	46.5	34.5	49.4	78.9	2.2	26.7	39.2	52.6
	74	42.0	17.5	45.9	48.6	55.9	82.1	4.6	33.4	24.2	58.5
White	70	70.4	95.7	90.7	90.3	90.1	92.4	85.1	57.8	29.9	37.3
	74	69.7	93.6	86.6	77.4	82.9	85.7	80.2	55.0	30.3	44.8
Men	70	41.9	83.0	49.9	61.5	46.0	18.6	83.5	42.2	12.0	18.8
	74	40.6	77.5	50.3	45.1	36.8	15.1	76.7	38.4	22.7	20.1
Women	70	28.5	12.7	40.8	28.8	44.1	73.9	1.6	15.7	17.9	18.5
	74	29.1	16.1	36.3	32.3	46.1	70.6	3.5	16.6	7.7	24.7
Black	70	28.7	3.8	5.7	8.3	9.0	7.1	14.5	41.5	69.3	61.6
	74	28.8	5.6	7.4	20.6	15.8	13.2	19.3	43.7	68.2	54.0
Men	70	18.7	3.2	2.0	3.2	4.4	2.3	13.8	30.8	48.4	28.1
	74	16.8	4.3	2.5	5.2	6.3	2.7	18.2	27.7	52.6	20.8
Women	70	10.0	.6	3.7	5.0	4.6	4.8	.6	10.7	20.9	33.5
	74	12.0	1.3	4.9	15.4	9.5	10.5	1.1	16.0	15.6	33.2

Women in the Norfolk-Virginia Beach-Portsmouth area were distributed unevenly among the nine occupational categories, compared with men. (See table 4.) For example, 31 of every 100 women were clerical workers in 1974, compared with 5 of every 100 men. Smaller proportions of women than men were employed in the top-paying white-collar and blue-collar occupations. Four percent of all women, compared with 13 percent of all men, were officials and managers, while 1 percent of all women, but 21 percent of all men were craft workers. Black women were even less favorably distributed than white women. Only one-third of the black women held white-collar jobs as compared with three-fourths of the white women.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	64,926	37,672	27,254	45,281	18,703
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	9.1	12.9	3.8	12.2	1.8
Professionals	6.1	5.7	6.7	7.6	1.6
Technicians	4.0	3.6	4.7	4.5	2.9
Sales workers	13.3	10.1	17.7	15.8	7.3
Office/clerical workers	15.8	4.9	30.8	19.4	7.2
Craft workers	12.8	21.1	1.4	14.8	8.6
Operatives	19.3	22.1	15.3	15.2	29.2
Laborers	9.5	12.4	5.5	4.1	22.4
Service workers	10.2	7.3	14.2	6.5	19.1

The occupational distribution of blacks in 1974 was less desirable than that of whites. In three occupational categories which provide relatively better paying jobs and more opportunities for advancement, substantially smaller proportions of blacks compared with whites were employed--officials and managers (2 compared with 12 percent), professionals (2 compared with 8 percent), and craft workers (9 compared with 15 percent). On the other hand, 71 of every 100 blacks as compared with 26 of every 100 whites were operatives, laborers or service workers.

In the Norfolk-Virginia Beach-Portsmouth area, industries, like occupations, reflected considerable stereotyping according to sex. The participation rates of women in the largest industries varied inversely with average earnings levels in the industries. The highest female participation rates were in those industries with lower average earnings health services (82 percent), banking (69 percent), general merchandise stores (67 percent) and eating and drinking places (57 percent). Women participated at an extremely low rate (4 percent) in two high-paying industries--heavy construction and transportation equipment.

Table 5. Participation Rates of Surveyed Employees in the Nine Largest Industries in the Private Sector, by Sex and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Black
Total, all industries	65,000	42.0	28.8
Retail trade-general merchandise stores	8,500	67.0	18.5
Health services	6,200	82.1	40.3
Transportation equipment	3,800	3.8	20.7
Food stores	3,500	45.3	26.2
Banking	2,800	69.4	11.8
Communication	2,800	47.9	12.0
Wholesale trade-durables	1,900	22.4	20.7
Eating and drinking places	1,900	57.3	30.5
Heavy construction contractors	1,800	3.6	40.6

Blacks also were victims of employment stereotyping. They were clearly underrepresented in comparison to their incidence in the labor force in transportation equipment and wholesale trade -- durables (participating at 21 percent in each industry), both high average earnings industries. The participation of blacks exceeded their total EEO-1 participation rate of 29 percent in two industries with low average earnings--health services (40 percent) and eating and drinking places (31 percent). Blacks also were employed at a high level (41 percent) in the above-average earnings heavy construction industry, but there they were overwhelmingly concentrated in the lower paying, blue-collar jobs with virtually no access to better paying or career-oriented occupations.

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey, women were employed in a substantially smaller proportion and blacks in a slightly larger proportion in State and local governments (excluding schools) than in the civilian labor force. Women and blacks were limited in the occupations filled and salaried paid. Data from the EEO-4 reports of eight jurisdictions were used to project the employment figures discussed in this smmmary. EEO-4 forms were received from the States of Virginia and North Carolina, five independent cities varying in size from 48,000 to 757,000 persons, and one special district. The figures showed that participation rates for women and blacks differed depending on the type of employment. For example, while women were 29 percent of the 11,923 full-time employees, they were 41 percent of the 1,966 other than full-time (part-time and/or temporary) workers. Blacks were 29 percent of the full-time employees, but 39 percent of the non-full-time workers.

The participation of women among full-time employees in the various functions of government ranged from 1 percent of the fire protection and 4 percent of the sanitation and sewage employees to 83 percent of those in the relatively low-paying public welfare function. Although women dominated the public welfare function, a smaller proportion of women (57 percent) than men (83 percent) held well-paid official/administrator or professional jobs. On the other hand, a greater proportion of women (38 percent) than men (3 percent) were relegated to para-professional and clerical positions. Consequently, the overall median annual salary for women employed in public welfare was $1,300 less than that for men.

Although approximately 30 of every 100 full-time employees were blacks, they were vastly underrepresented in the two functions with the highest overall median salaries. For example, only 3 of every 100 fire protection employees and 9 of every 100 police protection employees were blacks. In these two functions, blacks earned $1,100 and $2,000 less per year, respectively, than white employees. Blacks participated at their highest rate in sanitation and sewage (72 percent), a function which had a median annual salary of only $6,800. Closer examination revealed that 92 percent of the blacks (only 20 percent of the whites) employed in this function were service/maintenance workers. As a result of relegation to jobs with the lowest pay, the median salary of black sanitation and sewage workers was $1,000 less per year, or 87 percent as much as white workers.

Table 6. Participation Rates and Median Annual Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Black
Total	$ 7,601	11,923	29.3	28.8
Police protection	8,777	1,872	16.9	9.0
Financial administration	7,678	1,485	38.0	18.3
Sanitation and sewage	6,840	1,344	3.9	71.6
Streets and highways	6,736	1,176	4.5	34.5
Hospitals and sanatoriums/ health	N/A	1,129	64.5	38.4
Public welfare	7,581	1,120	83.3	31.3
Natural resources	5,957	1,001	21.6	34.0
Fire protection	9,559	968	1.2	3.4
Utilities and transportation	6,800	720	19.0	33.1
Other 1/	N/A	1,108	43.8	20.2

1/ Includes housing, community development, corrections, employment security, and other miscellaneous functions.

Women were represented at their overall government employment rate or higher in only three of the eight EEO-4 surveyed occupations. They dominated employment in the low-paying para-professional and clerical occupations. Only 15 percent of the top paying officials/administrators and 6 percent of all protective service workers were women.

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation, Sex and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	11,923	100.0	70.7	28.8	29.3	21.0	7.9
Officials/administrators	570	100.0	93.2	6.5	15.1	12.8	2.1
Professionals	2,077	100.0	83.3	14.5	46.8	33.4	11.5
Technicians	902	100.0	87.3	12.5	22.5	15.7	6.7
Protective service	2,252	100.0	91.0	8.9	6.4	4.7	1.7
Para-professionals	494	100.0	63.2	36.2	63.4	34.8	28.1
Office/clerical	1,812	100.0	84.7	15.1	81.8	70.1	11.4
Skilled craft	943	100.0	74.2	25.8	1.2	.5	.6
Service/maintenance	2,873	100.0	27.3	72.5	10.0	1.6	8.3

Blacks were underrepresented in most of the occupational categories in relation to their incidence in the civilian labor force. Only 7 percent of the top-paying officials/administrators and 9 percent of the better paying protective service workers were blacks. At the other end of the pay scale, an overwhelming three-fourths of all service/maintenance workers were blacks.

About half of all women as compared with 6 percent of all men were para-professionals or office/clericals. (See table 8.) Very few women were in the protective service category (which consists of police officers and firefighters).

Only one of every ten blacks, but about one of every four whites, held top-paying official/administrator or professional positions. Continuing the imbalance, about five of every eight blacks as compared with approximately one of every eight whites were low-paid para-professionals or service/maintenance workers.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

Occupation	All Employees Total	All Employees Men	All Employees Women	White	Black
Total number	11,923	8,425	3,498	8,428	3,429
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.8	5.7	2.5	6.3	1.1
Professionals	17.4	13.1	27.8	20.5	8.8
Technicians	7.6	8.3	5.8	9.3	3.3
Protective service	18.9	25.0	4.1	24.3	5.8
Para-professionals	4.1	2.1	8.9	3.7	5.2
Office/clerical	15.2	3.9	42.4	18.2	8.0
Skilled craft	7.9	11.1	.3	8.3	7.1
Service/maintenance	24.1	30.7	8.2	9.3	60.7

State and local governments in the Norfolk-Virginia Beach-Portsmouth area hired 2,462 full-time employees between July 1, 1973 and June 30, 1974. The number of new hires was 21 percent of the June 1974 level of full-time employment. Thirty percent of the new hires were women--a rate well below their incidence in the labor force (40 percent). Among the new hires, women were 52 percent of the professionals (about eight of every ten female professionals were hired in public welfare, health, or hospitals where the median salaries for women professionals were relatively low), 43 percent of the para-professionals, and an overwhelming 89 percent of the office-clericals. About nine of every fifteen newly-hired women went into para-professional or office/clerical positions, compared with about one of every fifteen men.

Blacks were 29 percent of the new hires, a rate slightly higher than their occurrence in the area labor force (27 percent). However, only 9 percent of those hired for official/administrator and 11 percent of those hired for professional occupations were blacks. Blacks were hired at or above their civilian labor force rate only in the low-paying service/maintenance category where their participation rate was already twice their incidence in the labor force. In fact, two of every three blacks as compared with about one of every four whites were hired for jobs in this category.

Overall, women received a median salary of $6,500 per year, four-fifths the amount earned by men. In fact, in every occupational category, women were paid lower salaries than those received by men. The two largest discrepancies occurred in high-salaried categories. In the official/administrator category, the median annual salary for women at $11,200 was $2,900, or 20 percent, lower than that for men; and in the protective service category, the median annual salary for women was $4,000 only 45 percent that for men. Women's median salaries approached those of men only in service/maintenance, the category with the lowest overall median salary. Women employed in that category were paid a median salary of $5,100 per year which was $600 less than similarly situated men. (See table 9.)

A comparison between the overall median annual salaries of whites and blacks indicated that blacks earned about $2,200 less than whites, or 73 percent as much, a ratio well below the national average of 84 percent. In addition to disparities in salaries in occupational categories, the primary cause of the low overall ratio was the massive concentration of blacks in the low-paying service/maintenance category. Blacks earned lower median salaries than whites in nearly all occupational categories. The greatest disparity occurred in the top-paying official/administrator category where blacks earned $2,600 less than, or 81 percent as much as, whites. Black women were paid an overall median salary of $5,700, $1,000 less per year than white women, or 85 percent as much. The salary gap was even wider between black and white men. Black men's median annual salary was $2,700 less per year than white men, or 70 percent as much. (See table 9.)

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, Norfolk-Virginia Beach-Portsmouth SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 7,601	$ 8,359	$ 6,115	$ 8,093	$ 8,993	$ 6,285	$ 6,477	$ 6,729	$ 5,712
Officials/administrators	13,650	13,900	11,300	14,125	14,380	11,050	11,227	10,971	11,800
Professionals	10,168	10,479	9,157	11,481	11,581	9,452	9,078	9,081	9,056
Technicians	8,525	8,947	6,481	9,297	9,533	6,176	7,110	7,297	6,629
Protective service	8,713	8,793	7,548	8,828	8,882	8,114	4,000	4,000	4,000
Para-professionals	6,188	6,842	5,427	7,027	7,321	6,000	5,736	6,379	5,337
Office/clerical	5,843	5,912	5,552	7,725	7,673	8,000	5,578	5,659	5,219
Skilled craft	7,671	7,943	7,164	7,695	7,961	7,199	4,714	4,333	5,000
Service/maintenance	5,630	5,515	5,676	5,723	5,539	5,806	5,132	5,212	5,120

PHILADELPHIA, PENNSYLVANIA-NEW JERSEY

Summary of Findings

*** Progress in reducing employment discrimination in the Philadelphia SMSA has been slow, according to results of EEOC surveys of employment in both the private sector and in State and local government.

*** Between 1970 and 1974 women's share of total employment increased only two percentage points and by 1974 women still had not attained an employment level equivalent to their civilian labor force in either the surveyed private or State and local government sectors.

*** Between 1970 and 1974 blacks' share of total private employment remained virtually unchanged. Even in 1974 blacks in surveyed private employment had not matched their incidence in the area's civilian labor force.

*** Three-fourths of all blacks in surveyed private employment were operatives, service workers, clerks or laborers -- all comparatively low-paying, non-policy making occupations.

*** Women's primary occupation was in the clerical area in the surveyed private sector. They continued to be barred substantially from the well-paying craft and management level jobs. In State and local government jobs, the pattern was about the same. Seven of every ten women worked as office/clericals or para-professionals.

*** Despite having a representative proportion of State and local government jobs, half of all Philadelphia area blacks were employed in relatively low paid jobs as para-professionals or service workers.

*** As a result of relegation generally to the less well paid jobs in the public sector, the median salaries of blacks and women were lower than those of men and whites, respectively.

Area Characteristics

The Philadelphia SMSA spreads over eight counties in two States. It includes Buck, Chester, Delaware, Montgomery and Philadelphia counties in Pennsylvania and Burlington, Camden and Gloucester counties in New Jersey.

The SMSA is the fourth largest in the United States in total population, with an estimated 4.8 million inhabitants in 1974, a 0.3 percent decrease since the 1970 Census. At 17.5 percent of the area's population, blacks greatly outnumbered all other minorities and were nearly twice that proportion in the city of Philadelphia.

Table 1. Population in the Philadelphia SMSA and the City of Philadelphia, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	4,818,000	100.0
Blacks	844,000	17.5
Other minorities	108,000	2.2
City of Philadelphia		
Total	1,949,000	100.0
Blacks	654,000	33.6
Other minorities	61,000	3.1

Source: Bureau of the Census.

The Philadelphia SMSA has a diversified economy, offering employment in industries as different as printing and publishing and shipbuilding. It has the largest petroleum refining center on the East Coast, the second largest in the nation. It also has the largest freshwater port in the world, and is a major financial center.

According to the Department of Labor figures, the largest number of jobs in the SMSA in 1974 were in manufacturing, which provided about 3 of every 10 jobs. Well over half the manufacturing employees worked in industries producing electrical equipment, machinery, apparel, food products, fabricated metal products, and chemicals. Government was a major employer in the SMSA, with 16 percent of all employees in 1974.

Unemployment rates in the Philadelphia SMSA have approximated national rates since 1971. Both unemployment rates were moderate from 1971 to 1974, averaging 5.5 percent for the nation and 5.6 percent for the SMSA. In 1975, in both the nation and the SMSA, the rate jumped to 8.5 percent.

Civilian Labor Force and Surveyed Employment

Women were 38 percent of the area's 1974 civilian labor force. Their percentage representation in both State and local government employment and the private sector was below that level, possibly indicating some barriers to their obtaining a representative share of employment.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Philadelphia SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	52.0	86.1
Total: Number	2,020,000	813,000	91,000
Percent	100.0	100.0	100.0
All women	38.2	35.9	32.4
Blacks	16.3	14.8	29.5
Women	7.5	6.4	11.8
Other minorities	1.9	2.3	1.3
Women	.7	.8	.4

Source: State of Pennsylvania, Dept. of Labor and Industry and the Equal Employment Opportunity Commission.

Blacks, 16 percent of the 1974 civilian labor force, were 15 percent of private surveyed employment, but 30 percent of all State and local government employees. In spite of their apparently favorable share of total public employment, blacks were usually relegated to the occupations and functions with low pay.

Employment of Women and Minorities in the Private Sector

Surveyed private employment, estimated to cover 52 percent of all private non-farm employees in the SMSA, increased 4 percent between 1970 and 1974. During the same period, women's employment increased by 9 percent and blacks' employment by 7 percent. The increase for women was effected primarily by increases in the number of women service workers and office/clerical workers. The number of female officials and managers jumped by over half between 1970 and 1974, but women remained a low 13 percent of all employees in that category. Women craftworkers suffered employment losses, down 19 percent since 1970, while the total number of craftworkers declined by only 5 percent during this period. Black women increased their employment by 13 percent between 1970 and 1974, with rising participation in office/clerical work effecting most of their change. Their highest percentage increase since 1970 occurred in officials and managers jobs where their employment more than doubled.

Still, women's function in private employment was centered around clerical and service jobs. In 1974, seventy-eight percent of all office/clerical workers, and 48 and 43 percent of the service and sales workers, respectively, were women. (See table 3.)

Between 1970 and 1974, black employees in the SMSA's surveyed private employment increased their numbers in both white-collar and service occupations, while experiencing declining employment in blue-collar jobs. Despite these changes, blacks continued to hold very large shares of the low-paying operative, laborer, and service worker jobs. Blacks comprised extremely small proportions of the top-paying white-collar jobs, managers and professionals, and were also underrepresented among the well paid craft workers (the craft category includes supervisors of blue-collar workers).

Women in the Philadelphia area worked primarily (40 of every 100) in office/clerical jobs. (See table 4.) In contrast, only 7 of every 100 men were employed as office/clericals. Over half of all men worked as craftworkers, operatives or officials and managers. Only one-fifth of all women employees were employed in these three occupations.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Ethnic Group, Philadelphia SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	812,702	520,994	291,708	673,956	120,315
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.5	14.3	3.8	12.0	3.1
Professionals	9.0	10.2	6.8	10.2	2.1
Technicians	4.9	5.4	4.1	5.2	3.7
Sales workers	8.7	7.7	10.6	9.5	5.1
Office/clerical workers	18.7	6.6	40.3	19.4	16.1
Craft workers	13.8	20.0	2.6	14.7	9.5
Operatives	18.1	20.3	14.1	16.6	25.6
Laborers	7.8	8.7	6.2	6.0	15.9
Service workers	8.5	6.8	11.4	6.5	18.8

The occupational distribution of black women showed a high incidence of employment in low-pay, low-skill positions. Half of all black women in surveyed private employment worked as operatives, laborers or service workers. A relatively low one-fourth of the white female employees were employed in the same three occupations.

Black workers, both female and male, held a disproportionately high share of the low-pay, low-skill jobs and a less than equitable share of the high pay jobs in the SMSA. While only one of every three jobs was for operatives, laborers or service workers, six of every ten blacks were so employed. Conversely, one-third of all positions were for officials and managers, professionals or craftworkers, yet only one-seventh of all blacks were so employed.

Women employees of the ten largest industries in surveyed private employment achieved their highest participation rates in industries characterized by white-collar and/or service employment. Their employment was highest in two low-pay industries, health services and general merchandise stores. They also participated at rates above their incidence in the labor force in banking, insurance and eating and drinking places, but their participation in the financial sector consisted almost entirely of office/clerical work, while in eating and drinking establishments women were employed primarily as service workers. Women's participation was lowest in primary metals, an industry with high wage rates.

Table 5. Participation Rates of Surveyed Employees in the Ten Industries of the Private Sector, by Sex and Ethnic Group, Philadelphia SMSA, 1974

Industry	Total Employment	Participation Rates	
		Women	Black
Total, all industries	812,700	35.9	14.8
Electrical and electronic equipment	64,600	29.2	13.9
Health services	56,600	77.7	23.1
General merchandise stores	54,200	68.1	12.3
Food & kindred products	40,500	30.0	19.2
Chemical allied products	36,400	27.2	10.7
Primary metals industries	34,300	7.4	14.0
Machinery, except electrical	32,900	21.7	7.8
Banking	31,900	62.8	14.5
Insurance	31,700	57.3	12.2
Eating & drinking places	29,500	53.0	24.7

Black employment in the ten industries reflected concentration in industries characterized by large numbers of service and operative jobs. Their highest participation rates were in eating and drinking places and in health services. In health services, the industry employing the most blacks, black women comprised the majority of black employees (77 percent). Blacks experienced significant employment resistance in the well-paying machinery and chemicals industries in the area.

Employment of Women and Minorities in State and Local Government

Blacks participated in the area's State and Local government employment (excluding education) at a rate well above their incidence in both the civilian labor force and the private sector. Women, however, participated at a rate below their incidences in the civilian labor force and surveyed private employment (see table 2). This information is based on data from 1974 EEO-4 reports of 35 jurisdictions in the Philadelphia SMSA, projected to cover 86 percent of the area's State and local government employment. Women were 32 percent of the area's surveyed public employment, and represented a larger segment of the 9,226 other than full-time (part-time and/or temporary) employees than of the 82,108 full-time employees (38 and 32 percent, respectively). Blacks participated more in full-time than in other than full-time employment (31 and 18 percent, respectively).

Women's participation rates were highest in hospitals and sanatoriums and public welfare, the two lowest paying functions of State and local government. Their smallest share of employment was in the function with the highest median annual salary, fire protection. Job opportunities for women were more plentiful in those functions employing a high proportion of white-collar and/or service workers (e.g. administration and health services) than in those requiring a high proportion of blue-collar and/or protective service jobs (e.g. streets and highways, fire and police protection, and sanitation and sewage).

Black participation was highest (73 percent of all employees) in the sanitation and sewage function, where nine of every ten blacks (six of every ten whites) were poorly paid service maintenance workers. Like women, their lowest share of employment was in fire protection (median salary: $11,800) where they represented less than 10 percent of all employees.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government by Selected Government Function, Sex and Ethnic Group, Philadelphia SMSA, 1974

Function	All Employees		Participation Rates	
	Median Annual Salaries	Number	Women	Black
Total	9,908	82,108	31.8	30.7
Police protection	11,424	15,651	7.9	16.3
Public welfare	8,948	13,883	65.9	40.3
Financial administration/ general control	9,277	10,000	46.6	18.9
Streets and highways	9,434	7,043	6.6	21.4
Hospitals and sanatoriums	8,044	6,760	64.6	43.3
Sanitation and sewage	9,310	4,269	1.8	72.9
Corrections	10,593	4,088	26.2	29.6
Fire protection	11,759	3,535	1.4	9.4
Utilities and transportation	10,384	3,246	15.3	37.4
Natural resources	9,241	3,010	14.2	35.1
Housing	9,157	2,949	29.6	52.2
Health	9,473	2,173	55.4	43.9
Other 1/	N/A	5,501	37.5	24.5

1/ Other includes community development, employment security and other miscellaneous functions.

Women's share of the area's State and local government employment was less than their proportion of the area's labor force (32 compared with 38 percent). Their participation was highest in office/clerical, para-professional and professional jobs. (See table 7.) They were almost completely barred from the skilled craft and protective service positions holding less than four percent of each.

Black women participated at a rate well above their incidence in the area's civilian labor force (12 compared with 8 percent). Unfortunately, their participation was overwhelmingly concentrated in the two lowest paying job categories, para-professional and office/clerical. Black women were well represented among the generally highly paid technicians, but as technicians, earned a salary $1,900 lower than the overall median for the category. They were underrepresented in every other occupation.

The participation rate of black workers in the area's full-time State and local government employment was almost twice their occurrence in the area's labor force (31 compared with 16 percent) in 1974. Nevertheless, the overall pattern of black participation in the Philadelphia area was similar to that found both nationally and in other areas, that is, generally they were relegated to the poorest paying occupations. Blacks in the Philadelphia SMSA participated at their highest rates in service/maintenance and para-professional jobs and held disproportionately small shares of employment in the administrator, professional, and protective service categories.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Ethnic Group, Philadelphia SMSA, 1974

Occupation	Both Sexes				Women		
	Total						
	Number	Percent	White	Black	Total	White	Black
Total	82,108	100.0	68.0	30.7	31.8	19.2	12.3
Officials/administrators	4,785	100.0	85.0	14.2	18.5	13.7	4.7
Professionals	10,806	100.0	83.1	14.4	36.2	28.5	6.9
Technicians	5,638	100.0	74.6	24.1	19.8	9.7	9.8
Protective service	17,933	100.0	81.0	18.2	3.0	1.9	1.2
Para-professionals	11,180	100.0	48.4	50.2	68.0	30.5	36.7
Office/clerical	14,015	100.0	68.0	30.8	74.5	49.3	24.5
Skilled craft	5,095	100.0	75.8	23.3	3.2	2.4	.8
Service/maintenance	12,656	100.0	41.5	57.4	11.6	5.3	6.1

Most women worked in the two lowest paying occupations; 40 percent as office/clericals and 29 percent as para-professionals. Fifteen percent of all women were professionals, but less than 6 percent were employed in any of the remaining job categories. (See table 8.)

The occupational distribution of black workers shows that theee low-paying job categories, service/maintenance para-professional and office/clerical, accounted for 68 percent of total black employment. Only 9 of every 100 blacks were employed in either policy-making or high-level staff jobs. In contrast, 23 of every 100 white employees in the area worked as either officials/administrators or professionals.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Ethnic Group Philadelphia SMSA, 1974

	All Employees			White	Black
Occupation	Total	Men	Women		
Total number	82,108	55,981	26,127	55,842	25,230
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	5.8	7.0	3.4	7.3	2.7
Professionals	13.2	12.3	15.0	16.1	6.2
Technicians	6.9	8.1	4.3	7.5	5.4
Protective service	21.8	31.1	2.1	26.0	12.9
Para-professionals	13.6	6.4	29.1	9.7	22.2
Office/clerical	17.1	6.4	40.0	17.1	17.1
Skilled craft	6.2	8.8	.6	6.9	4.7
Service/maintenance	15.4	20.0	5.6	9.4	28.8

State and local governments in the area hired 8,287 employees for full-time positions between July 1, 1973 and June 30, 1974. The hiring rate was 10 percent of the June 1974 level of full-time employment. Women were 41 percent of the new hires, a rate well above their proportion of the civilian labor force and their share of public employment. New hires information, however, indicates a continuation of traditional patterns of female employment. The greatest proportions of women were hired as office/clerical (36 percent), para-professional (30 percent), and professional (17 percent) workers. Only 0.6 and 1.3 percent of all newly hired women entered State and local government as skilled craft workers and officials/administrators, respectively.

Blacks were 20 percent of the new hires, well in excess of their proportion of the civilian labor force, but slightly below their 1974 participation rate in State and local government. New hires statistics for them also indicated a perpetuation of sterotyped hiring patterns. Blacks were 41 percent each of the newly hired service/maintenance and para-professional workers. In all, 56 percent of the blacks hired between mid-1973 and mid-1974 were placed in these jobs, In comparison, only 32 percent of the whites hired were placed in these occupations.

Women in Philadelphia governments were paid lower median salaries than men in each occupational category. The median annual salary for full-time women workers was $8,300 in 1974, 78 percent of the median salary for men (nationally, the median salary for women was only 73 percent of that for men). The largest discrepancy between median salaries of women and men occurred in the skilled craft category, where the median salary for women was $2,700 lower than, or only 72 percent of, the median salary for men. The salary gap was nearly closed only in para-professional jobs.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Ethnic Group, Philadelphia SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 9,908	$10,479	$ 9,186	$10,725	$11,118	$ 9,657	$ 8,335	$ 8,186	$ 8,473
Officials/administrators	15,185	15,289	14,736	15,507	15,604	14,913	13,973	13,750	14,457
Professionals	12,461	12,546	12,005	13,051	13,218	12,152	11,778	11,741	11,872
Technicians	11,050	11,341	10,128	11,545	11,630	11,279	8,978	8,526	9,156
Protective service	11,316	11,369	11,067	11,346	11,394	11,120	9,482	9,202	9,870
Para-professionals	8,051	7,766	8,293	8,191	8,059	8,307	7,992	7,618	8,288
Office/clerical	7,957	7,800	8,241	8,995	8,960	9,070	7,585	7,390	7,975
Skilled craft	9,609	9,512	9,987	9,679	9,579	10,075	6,957	6,647	7,833
Service/maintenance	8,745	8,051	9,027	8,880	8,342	9,110	7,072	6,062	8,177

The median salary for black workers in 1974 was 88 percent that for whites, whereas nationally the black median was 84 percent that for whites. The near comparability of median salaries of the few black workers (expecially women) with those of their white counterparts in the high-skill, better paying jobs indicates the potential financial loss to area blacks who have been denied employment at those levels. The disparity in the overall median, therefore, is primarily the result of blacks being relegated in disproportionately large numbers to the lowest paying jobs.

ST. LOUIS, MISSOURI-ILLINOIS

Summary of Findings

*** Blacks were employed in private industry, as surveyed by EEOC in 1974, at a level almost equal to their 14 percent incidence in the labor force. But black representation in the well-paying jobs, particularly officials and professionals, was very low. The highest black participation rates were as operatives, laborers, and service workers.

*** In State and local government, the proportion of black workers was almost twice their labor force rate. As in private industry, black participation was lowest in the better jobs and highest in the less-choice jobs.

*** The overall median salary of black workers in government was 78 percent that of whites. The greatest disparity was in the officials/administrators category, where blacks, on the average, earned $3,000 less per year than whites.

*** Women were substantially underrepresented in private sector employment in St. Louis. Moreover, female participation was very low in the high-paid official and craft worker occupational groups.

*** Women achieved parity in their overall level of employment in State and local government. But they were grossly underrepresented in the two high-paying occupations--protective service and skilled craft. In the professionals category, which was also well-paying, female participation was high. However, the median annual salary of female professionals was $2,100 below that of their male counterparts.

*** In each occupational category in State and local government, the median annual salary of women was below that of men. The disparities were greatest for craft workers (where women earned $5,000 less than men) and for administrators ($4,300 less).

Area Characteristics

The St. Louis SMSA has a prime geographic location, straddling the Mississippi River in the nation's heartland. The area has long been the gateway to the Midwest--first as a jumping-off point for settlers of the nation's central plains and now as a major center of commercial, transportation and manufacturing activity. The St. Louis SMSA consists of the independent city of St. Louis plus four counties in Missouri (Jefferson, Franklin, St. Charles, and St. Louis) and four in Illionis (Clinton, Monroe, Madison, and St. Clair).

The SMSA had 2.4 million persons in 1974, a decline of 1.6 percent from the 1970 count. The city of St. Louis dropped in population more than 14 percent during the same period. By 1974, almost twice as many people lived in St. Louis County as in the city. Blacks, the only minority group of significant size in the area, accounted for almost 16 percent of the SMSA's population and a much higher 40 percent of the city's.

Table 1. Population in the St. Louis SMSA and the City of St. Louis by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	2,410,000	100.0
Black	379,000	15,7
Other minorities	44,000	1.8
City of St. Louis		
Total	622,000	100.0
Black	254,000	40.9
Other minorities	13,000	2.1

Source: Bureau of the Census.

The structure of industry in the St. Louis area is generally similar to that of the nation. However, the proportion of workers in heavy industry is considerably higher in St. Louis and the proportion in light industry, lower. The largest manufacturing industry in the area is transportation equipment, with employment almost equally divided between motor vehicle and aircraft production. Primary metal industries, fabricated metal products, and machinery, except electrical, also employ large numbers of workers in the SMSA.

Civilian Labor Force and Surveyed Employment

Women in the St. Louis SMSA were substantially underrepresented in private sector employment as surveyed by EEOC; 33.5 per-

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, St. Louis SMSA, 1974

Sex and Minority Group		1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage		100.0	46.0	100.0
Total:	Number	1,011,000	463,000	44,000
	Percent	100.0	100.0	100.0
All women		38.5	33.5	38.9
Blacks		13.6	13.0	29.5
Women		6.4	4.9	15.5
Other minorities		1.2	1.2	1.4
Women		.5	.4	.3

Source: Missouri Division of Employment Security and Equal Employment Opportunity Commission.

cent of surveyed private sector employees were women as compared with 38.5 percent of the civilian labor force. The proportion of women in State and local government was nearly identical to their incidence in the labor force. Blacks were employed by area State and local government agencies at a rate more than twice their incidence in the area's labor force--29.5 percent compared with 13.6 percent. The participation rate of blacks in EEO-1 reported employment was 13.0 percent. In those instances in which women and blacks were well-represented in the private and public sectors, they were disadvantaged in the jobs they held and the salaries they received.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were received from more than 1,000 St. Louis employers with employment of more than 450,000. Forty-six percent of private, non-farm employees in the area were covered by the survey. From 1970 to 1974, the participation rate of women in surveyed private employment increased by almost 3 percentage points to 33.5 percent. (See table 3.) Among the occupational categories, female participation rose most significantly in the professional, technician, sales worker, and laborer groups. These gains and other smaller increases in each of the other categories substantially improved the overall employment status of women in the area. However, in 1974 women remained underrepresented in the highest paying jobs, while holding excessive proportions of the lowest paying jobs.

The participation rate of blacks in the SMSA remained virtually unchanged during the five-year period; the rate was 13.0 percent in 1974. Blacks experienced small increases in their proportion of total employment in several of the higher paying categories, but they remained grossly underrepresented as officials, and professionals (participation rates of 3.3 and 3.4 percent, respectively). Blacks held a somewhat higher proportion of jobs in the other white-collar categories and as craft workers. However, in 1974, black participation rates in these job groups remained far below their labor force incidence of 13.6 percent. The highest black participation rates were among operatives, laborers, and service workers (18.8, 26.3 and 32.1 percent, respectively).

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Groups, Philadelphia SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	780,044	71,477	68,400	39,651	68,382	147,978	117,238	150,939	63,286	52,693
	74	812,702	85,398	73,310	40,019	71,024	151,813	111,847	147,095	63,286	68,910
Men	70	65.6	89.9	75.6	70.8	59.3	25.0	92.0	71.8	73.4	51.6
	74	64.1	87.0	72.7	69.8	56.7	22.5	93.2	72.0	71.5	51.8
Women	70	34.4	10.1	24.4	29.2	40.7	75.0	8.0	28.2	26.6	48.4
	74	35.9	13.0	27.3	30.2	43.3	77.5	6.8	28.0	28.5	48.2
White	70	84.0	96.7	94.4	88.0	93.3	88.6	88.8	77.4	62.1	59.2
	74	82.9	94.9	93.3	86.9	90.5	86.1	88.4	75.8	63.8	63.7
Men	70	56.0	87.3	72.3	66.0	55.8	22.8	83.2	56.5	44.4	30.9
	74	54.2	83.1	68.7	64.0	51.5	19.7	83.6	55.9	45.5	32.7
Women	70	27.9	9.4	22.1	22.0	37.5	65.9	5.6	20.9	17.7	28.4
	74	28.7	11.8	24.7	22.8	39.0	66.4	4.8	19.9	18.3	31.0
Black	70	14.5	2.8	2.9	10.7	6.3	10.7	10.1	20.6	33.4	38.6
	74	14.8	4.4	3.5	11.2	8.6	12.8	10.2	20.9	30.3	32.8
Men	70	8.6	2.2	1.7	4.2	3.2	2.1	8.1	14.0	25.8	19.3
	74	8.4	3.3	2.0	4.6	4.7	2.5	8.5	14.0	21.4	17.0
Women	70	5.9	.6	1.2	6.5	3.0	8.6	2.0	6.6	7.7	19.3
	74	6.4	1.1	1.5	6.6	3.9	10.3	1.7	7.0	8.9	15.8

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Race, St. Louis SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	457,568	43,244	33,200	18,759	42,015	79,353	66,764	107,244	34,006	33,001
	74	462,708	48,905	33,601	18,773	49,926	71,957	63,540	104,788	34,492	36,726
Men	70	69.4	91.2	78.4	72.6	59.9	24.7	95.7	80.5	81.1	47.8
	74	66.5	88.1	73.0	67.1	50.4	22.2	93.5	80.2	76.2	45.6
Women	70	30.6	8.8	21.6	27.4	40.1	75.3	4.3	19.5	18.9	52.2
	74	33.5	11.9	27.0	32.9	49.6	77.8	6.5	19.8	23.8	54.4
White	70	86.2	97.6	95.6	87.5	93.3	91.5	92.7	81.1	69.1	51.9
	74	85.8	95.7	94.3	86.2	92.5	89.1	92.4	80.3	71.7	66.9
Men	70	60.2	89.3	75.7	68.2	56.0	22.9	89.3	64.9	54.6	29.0
	74	57.6	84.7	69.5	62.0	47.2	20.0	86.7	64.3	53.6	30.6
Women	70	26.0	8.4	19.9	19.3	37.3	68.6	3.4	16.2	14.5	30.9
	74	28.2	11.0	24.9	24.3	45.3	69.1	5.7	16.0	18.1	36.2
Black	70	13.1	1.8	2.7	11.6	5.9	7.8	6.8	18.2	30.2	39.2
	74	13.0	3.3	3.4	12.4	6.3	9.9	6.7	18.8	26.3	32.1
Men	70	8.6	1.5	1.2	3.7	3.4	1.7	5.9	15.1	25.9	18.2
	74	8.1	2.5	1.7	4.3	2.6	1.9	5.9	15.1	20.8	14.3
Women	70	4.4	.4	1.5	7.8	2.5	6.1	.9	3.1	4.3	21.0
	74	4.9	.8	1.6	8.2	3.7	8.0	.7	3.7	5.6	17.8

More than one-third of all female workers in private industry in the St. Louis SMSA in 1974 were clerical workers. (See table 4.) Only one of every 20 men held these jobs. Less than 3 percent of the women were craft workers; 3.8 percent were officials/managers; and 5.9 percent, professionals. Men had moderately high concentrations in those categories; 19.3 percent of men were craft workers, 14.0 percent were officials, and 8.0 percent, professionals.

Slightly less than one-third of the blacks in St. Louis were operatives, compared with one-fifth of the whites. Large numbers of blacks also held jobs as laborers and service workers--34.7 percent of blacks in the two categories combined, compared with 12.2 percent of whites. Relatively few blacks were officials or professionals.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector by Sex and Race, St. Louis SMSA, 1974

Occupation	All Employees			White	Black
	Total	Men	Women		
Total number	462,708	307,738	154,970	397,147	60,136
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.6	14.0	3.8	11.8	2.7
Professionals	7.3	8.0	5.9	8.0	1.9
Technicians	4.1	4.1	4.0	4.1	3.9
Sales workers	10.8	8.2	16.0	11.6	5.2
Office/clerical workers	15.6	5.2	36.1	16.1	11.8
Craft workers	13.7	19.3	2.7	14.6	7.0
Operatives	22.6	27.3	13.4	21.2	32.8
Laborers	7.5	8.5	5.3	6.2	15.1
Service workers	7.9	5.4	12.9	6.2	19.6

Women held small proportions of the jobs in the highest paying of the 10 largest industries in the St. Louis area. Female employees accounted for 10.7 percent of the workers in transportation equipment, 6.4 percent in railroad transportation, and 6.5 percent in primary metal industries. In contrast, women held 80.3 percent of the jobs in the health services industry, one of the lowest paying of all industries.

Blacks also had their highest participation in health services, where 23.4 percent of all workers were black. Blacks did hold fairly large proportions of the jobs in several high paying industries, notably primary metals (21.4 percent and transportation equipment, 14.4 percent). However, in each of these

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector by Sex and Race, St. Louis SMSA, 1974

Industry	Total Employment	Participation Rates	
		Women	Black
Total, all industries	463,000	38.5	13.0
Transportation equipment	61,600	10.7	14.4
Health services	34,000	80.3	23.4
General merchandise stores	28,900	71.0	11.2
Railroad transportation	23,200	6.4	11.0
Food & kindred products	20,200	22.5	15.3
Chemicals & allied products	19,600	22.2	11.9
Fabricated metal products	18,800	16.5	10.8
Primary metal industries	18,700	6.5	21.4
Electric & electronic equipment	18,700	33.3	10.8
Communication	13,400	46.9	8.8

industries, about 60 percent of blacks were operatives, compared with 35 percent of whites. There were relatively few blacks in the highest paying jobs.

Employment of Women and Minorities in State and Local Government

EEO-4 reports for 1974 from the States of Missouri and Illinois and a sample of local jurisdictions in the SMSA yielded complete coverage of full-time State and local government employees (excluding those in education) in the St. Louis area. Full-time employment was 37,400; other than full time, 6,800. Slightly more than 42 percent of the full-time employees and 39 percent of the part-time/temporary workers were women. The black participation rate for part-time/temporary employees was substantially below their full-time rate--19 percent compared with 30 percent.

Among full-time workers, the participation rate of women was consistently low in those functions with high median annual salaries and high in those with low medians. Less than 1 percent of the workers in the highest paying function, fire protection, were women, while women comprised about three quarters of the employees in hospitals/sanatoriums and public welfare, the lowest paying functions. Blacks' highest participation rates were also in these lowest paying functions; one-half of the hospitals/sanatorium workers were black, as were 45 percent of the workers in public welfare.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government by Selected Government Function, Sex, and Race, St. Louis SMSA, 1974

Function	All Employees Median Annual Salaries	All Employees Number	Participation Rates Women	Participation Rates Blacks
Total	$ 8,863	37,352	38.3	31.5
Hospitals & sanitoriums	7,151	8,786	73.0	49.4
Police protection	10,759	6,348	11.7	14.2
Streets & highways	9,075	3,094	5.6	18.5
Public welfare	7,246	2,986	75.5	44.0
Utilities & transportation	11,083	2,879	8.4	33.6
Financial administration	7,621	2,752	55.7	13.4
Fire protection	11,784	2,055	.6	10.7
Sanitation & sewage	9,589	1,517	7.7	42.4
Other 1/	NA	8,452	34.6	36.5

1/ Includes community development, corrections, employment security, health, housing, natural resources, sanitation & sewage and other miscellaneous functions.

Women in State and local government in the St. Louis area were grossly underrepresented in two of the highest paying occupations--protective service workers and skilled craft workers. While female representation was good in the professionals category, which is also high paying, the median annual salary of women was $2,100 below that of their male counterparts. But female government workers held 86.2 percent of the office/clerical jobs and 75.1 percent of the para-professional positions, the two lowest paid occupations in the SMSA.

Although the incidence of black women in the labor force in St. Louis was only one-fifth that of white women, the participation rate of black women in State and local government was three-quarters that of their white counterparts. Black women in government held disproportionately high shares of the para-professional and service/maintenance jobs. Almost 55 percent of the para-professionals were black women, while 20.4 percent were white women. There were twice as many black female service/maintenance workers as white (13.1 percent and 6.3 percent).

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, St. Louis SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Black	Total	White	Black
Total	37,352	100.0	67.5	31.5	38.3	21.5	16.4
Officials/administrators	1,456	100.0	79.5	20.1	27.1	18.9	8.2
Professionals	5,815	100.0	73.5	22.1	46.1	28.5	16.2
Technicians	3,653	100.0	77.8	21.8	36.7	24.0	12.6
Protective service	6,466	100.0	82.0	17.9	2.8	1.5	1.3
Para-professionals	3,713	100.0	33.1	66.5	75.1	20.4	54.5
Office/clerical	6,249	100.0	72.4	27.2	86.2	61.1	24.7
Skilled craft	2,775	100.0	85.7	13.8	4.3	3.7	.6
Service/maintenance	7,225	100.0	48.8	50.9	19.4	6.3	13.1

Blacks as a group constituted almost one-third of State and local government workers, more than twice their labor force incidence. Black participation rates were lowest in craft and protective service positions and highest in the para-professional and service/maintenance categories.

Thirty-eight percent of the women in State and local government were clerical workers, compared with 3.8 percent of the men. (See table 8.) Two of every five women were para-professionals, but few men held these jobs (4 percent). Surprisingly, a higher proportion of women (19 percent) than men (14 percent) were professionals. The officials, skilled craft, and protective service occupational categories accounted for only a small number of the female government workers in St. Louis.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race, St. Louis SMSA, 1974

Occupation	All Employees Total	All Employees Men	All Employees Women	White	Black
Total number	37,352	23,054	14,298	25,228	11,765
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.9	4.6	2.8	4.6	2.5
Professionals	15.6	13.6	18.7	16.9	10.9
Technicians	9.8	10.0	9.4	11.3	6.8
Protective service	17.3	27.3	1.3	21.0	9.8
Para-professionals	9.9	4.0	19.5	4.9	21.0
Office/clerical	16.7	3.8	37.7	17.9	14.4
Skilled craft	7.4	11.5	.8	9.4	3.3
Service/maintenance	19.3	25.2	9.8	14.0	31.3

Blacks were highly concentrated in service/maintenance and para-professional jobs, with one-third of the blacks in the former category and one-fifth in the latter. Only 14.0 percent of the whites were service workers and 4.9 percent, para-professionals. Few blacks were officials/administrators (2.5 percent) or craft workers (3.3 percent). The officials category accounted for 4.6 percent of the white workers, and the craft group, 9.4 percent.

State and local governments in the St. Louis area hired some 4,900 employees between July 1, 1973 and June 30, 1974. The hiring rate was more than 13 percent of the June 1974 level of employment. Almost 40 percent of the new hires were women, slightly above their incidence in the labor force. Almost 60 percent of the female new hires were clerical workers or para-professionals, compared with 13.7 percent of the newly-hired men.

Blacks constituted one-third of the new hires, more than twice their proportion of the labor force. More than seven of every 10 blacks were hired as para-professionals, clerical workers, or service workers; less than one-half of the whites were hired for these jobs.

The median annual salary of women in State and local government in St. Louis was about 70 percent of the median for men. Nationally, women earned 73 percent as much as men. Female craft workers earned only $5,500--well below their median for all occupations ($7,100) and only slightly more than half as much as male craft workers. The salary discrepancy between women and men was also very large in the officials/administrators category, where women earned $4,300 less. Black women, on the average, earned $500 less than white women. For the officials category, the median for black women was more than $1,000 less than that for white women. As technicians and craft workers, black women earned more than white women.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race, St. Louis, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Black	Total	White	Black	Total	White	Black
Total	$ 8,863	$ 9,648	$ 7,528	$10,308	$10,712	$ 8,804	$ 7,130	$ 7,346	$ 6,841
Officials/administrators	13,144	13,591	10,635	14,285	14,556	12,229	9,979	10,476	9,434
Professionals	11,291	11,531	10,260	12,378	12,516	11,089	10,275	10,323	10,000
Technicians	9,337	9,603	8,700	10,758	10,947	9,655	7,989	7,829	8,251
Protective service	10,790	10,953	9,581	10,845	10,985	9,803	7,667	8,162	7,339
Para-professionals	6,570	6,777	6,465	6,896	7,033	6,742	6,470	6,622	6,411
Office/clerical	6,864	6,995	6,524	7,723	7,875	7,160	6,759	6,875	6,468
Skilled craft	10,369	10,371	10,383	10,491	10,493	10,510	5,451	5,378	6,125
Service/maintenance	8,032	8,681	7,615	8,710	9,123	8,292	6,412	6,670	6,254

The overall median salary for black workers in 1974 was 78 percent of the median salary for whites. The largest difference between the two groups was as officials/administrators, with blacks earning about $3,000 less than whites. In the craft category, blacks and whites had virtually identical medians, but only 3.3 percent of blacks were craft workers compared with 9.4 percent of whites.

SAN ANTONIO, TEXAS

Summary of Findings

*** The participation rates of persons of Hispanic origin and blacks in the private sector surveyed by EEOC in 1974 were nearly identical to their ratios in the local labor force (41 and 7 percent, respectively). Both groups were employed in somewhat larger proportions in State and local government. With the exception of Hispanic craftworkers in both the private and public sectors, workers in these two minority groups were underrepresented in each of the highest paying job categories.

*** In the private sector, Hispanic workers did not achieve parity in any of the white-collar occupations. Blacks exceeded their incidence in the labor force in only one white-collar category--technicians, a small occupational group. But about three-quarters of the workers on the lower paying blue-collar (operatives and laborers) and service jobs were Hispanic or black.

*** The majority of workers in five of the eight occupational categories in State and local government were either Hispanic or black. The exceptions were the highest-paying job groups--officials/administrators, professionals, and protective service workers.

*** The median annual salaries of both Hispanics and blacks in State and local government were below those of whites in each job category except service/maintenance, one of the lowest paying occupations. Hispanic workers, on the average, earned only 71 percent as much as whites and blacks, 67 percent.

*** Women were represented in the private sector at a rate almost equal to their 40 percent incidence in the labor force, but they were significantly underrepresented in State and local government.

*** In private industry, the lowest female participation rate was 12 percent in the craft category. In contrast, more than 75 percent of the office/clerical workers were women.

*** Women in State and local government were drastically underrepresented as protective service workers (where they comprised 1 percent of total employment) and as skilled craft workers (2 percent). But 86 percent of all clerical jobs were held by women and 56 percent of all para-professional jobs. Women earned less than men in each occupational category, with the greatest differences in the highest-paying occupations. The greatest discrepancy--$3,700--was between male and female protective service workers.

Area Characteristics

San Antonio, located just south of the hill country of central Texas, is the third largest SMSA in the State, after Dallas-Fort Worth and Houston. The area consists of the three counties of Bexar, Comal, and Guadalupe. Almost 980,000 persons lived in the SMSA in 1974, an increase of 10.3 percent over 1970. More than half the population consists of minorities. Hispanics, the dominant minority, were 44.2 percent of total population in 1970. Almost 7 percent of the population was composed of blacks.

Table 1. Population in the San Antonio SMSA and the City of San Antonio, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	888,000	100.0
Hispanic	392,000	44.2
Black	60,000	6.7
Other minorities	10,000	1.1
City of San Antonio		
Total	654,000	100.0
Hispanic	341,000	52.2
Black	50,000	7.6
Other minorities	6,000	1.0

Source: Bureau of the Census.

The largest employment sector in the San Antonio SMSA in 1974 was government (27.7 percent of all employees), followed by trade (23.9 percent). Manufacturing employed only 13.3 percent of all employees. This distribution of employment is very different from that of the entire United States, where 18.2 percent of all workers were employed in government, 21.7 percent in trade, and 25.6 percent in manufacturing. Almost half of the government employees in San Antonio worked for the Federal government, most of them as civilian employees of the area's three large military bases. One of every seven employees worked in State and local government, the same proportion as nationally. From 1970 to 1974, government was the fastest growing sector in the San Antonio SMSA.

Unemployment in the SMSA was below the national average in four of the six years from 1970 to 1975. The area's jobless rate exceeded the national rate in 1970 and 1974. San Antonio had an unemployment rate of 7.6 percent in 1975, compared with 8.5 percent in the entire United States.

Civilian Labor Force and Surveyed Employment

In 1974, the proportions of women, Hispanics, and blacks in private sector employment were about equal to their incidence in the civilian labor force of 39.5 percent, 41.2 percent, and 6.6 percent, respectively. Women were substantially under-

Table 2. Participation Rates in the Civilian Labor Force and in EEOC Surveyed Employment, by Sex and Race/Ethnic Group, San Antonio SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	45.0	80.0
Total: Number	352,000	104,000	17,321
Percent	100.0	100.0	100.0
All women	39.5	38.1	34.4
Hispanics	41.2	40.6	43.0
Women	14.6	14.8	12.5
Blacks	6.6	6.9	8.9
Women	3.4	3.1	4.3
Other minorities	.7	.4	.3
Women	.3	.2	.1

Source: Texas Employment Commission and Equal Employment Opportunity Commission.

represented in State and local government. The Hispanic participation rate in government slightly exceeded the Hispanic incidence in the labor force, while blacks were represented in government at a substantially higher level than in the labor force. In those instances in which women, Hispanics, and blacks were well-represented in the private and public sectors, they were disadvantaged in the types of jobs they held and the salaries they received.

Employment of Women and Minorities in the Private Sector

Little improvement between 1970 and 1974 in the private sector's employment of women and minorities was apparent from reports received by EEOC. Reports filed in 1974 by 715 establishments in the San Antonio SMSA covered 104,000 employees, an estimated 45.1 percent of all private, nonagricultural employees. Although women's participation increased in the manager and professional occupations and dropped in the clerical, their greatest increases occurred in two categories--technicians and sales workers--where they were already overrepresented. Both Hispanics and blacks generally experienced increases in their participation rates in the higher-paid jobs and decreases in their rates in the lower-paid jobs between 1970 and 1974. Despite these shifts, these two minority groups remained substantially underrepresented in the better jobs, with the exception of Hispanics in the craft worker category. Hispanic participation in the crafts is traditionally high, and, in San Antonio, it is above their labor force incidence.

Women were 38.1 percent of surveyed employment in 1974. (See table 3.) Only 12.3 percent of all craft workers were women. Moreover, the limited access of women to this high-paying occupation remained virtually unchanged from 1970 to 1974. However, their participation rate in the office and clerical worker category was twice their labor force incidence. Minority women fared even worse than white women; the highest participation rate of minority women was in the lowest paid (service worker) category.

Hispanics comprised 40.6 percent of all employees in the San Antonio SMSA in 1974. In each of the white-collar categories, they were underrepresented, most notably as professionals (where they comprised 13.5 percent of all employees) and as officials and managers (17.5 percent). In each of the blue-collar job categories, including that of craft worker, Hispanics were represented in proportions greater than their overall rate.

Table 3. Participation Rates of Surveyed Employees in the Private Sector by Sex and Race/Ethnic Group, San Antonio SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	86,418	7,382	3,911	4,057	10,606	17,509	11,382	17,432	6,378	7,761
	74	104,493	10,744	4,928	5,358	16,356	16,681	11,851	17,833	9,922	10,820
Men	70	62.1	83.3	61.2	61.7	61.5	20.2	87.6	74.8	88.6	50.4
	74	61.9	82.0	57.9	52.7	51.6	23.2	87.7	76.9	82.9	51.5
Women	70	37.9	16.7	38.8	38.3	38.5	79.8	12.4	25.2	11.4	49.6
	74	38.1	18.0	42.1	47.3	48.4	76.8	12.3	23.1	17.1	48.5
White	70	54.6	86.1	84.3	59.6	67.8	73.4	57.3	31.0	20.0	23.9
	74	51.9	79.7	81.8	51.9	63.7	66.6	52.6	33.8	19.3	29.6
Men	70	34.1	71.7	54.3	45.6	43.9	14.4	55.0	26.9	17.7	11.7
	74	32.0	65.7	49.0	33.7	35.0	15.3	48.2	27.4	15.9	16.1
Women	70	20.5	14.4	30.0	14.0	23.9	58.9	2.3	4.1	2.4	12.2
	74	19.9	14.0	32.8	18.1	28.7	51.3	4.3	6.4	3.4	13.5
Hispanic	70	39.2	12.1	12.6	28.6	29.3	23.4	39.4	63.0	69.2	54.8
	74	40.6	17.5	13.5	33.8	31.4	28.7	43.3	58.5	70.4	52.1
Men	70	24.2	10.1	5.5	13.5	15.9	5.1	29.6	42.7	60.9	27.1
	74	25.8	14.1	7.0	16.0	14.4	6.9	36.1	43.3	59.3	26.2
Women	70	15.0	2.0	7.0	15.1	13.4	18.4	9.8	20.4	8.3	27.7
	74	14.8	3.4	6.5	17.8	17.0	21.8	7.2	15.2	11.2	25.9
Black	70	5.8	1.3	2.4	11.4	2.6	2.9	3.1	5.5	10.6	21.0
	74	6.9	2.4	3.9	13.4	4.4	4.0	4.0	7.5	10.0	17.5
Men	70	3.6	1.0	.9	2.3	1.5	.6	2.8	4.8	9.8	11.5
	74	3.9	1.9	1.3	2.3	1.9	.8	3.4	6.2	7.6	9.0
Women	70	2.2	.3	1.5	9.1	1.1	2.3	.3	.7	.8	9.4
	74	3.1	.6	2.5	11.1	2.5	3.2	.7	1.3	2.4	8.5

Blacks, with a total participation rate of 6.9 percent, were underrepresented in each of the white-collar jobs except technicians, and represented in greater proportions in each of the blue-collar categories except craft workers. Both minority groups generally experienced favorable shifts in their participation rates between 1970 and 1974. Hispanic employment patterns shifted quite dramatically; for example, there were increases of 5.4 percentage points in participation rates as managers and 5.2 points as technicians, and a decrease of 4.5 percentage points as operatives. Almost one of every three female employees in San Antonio in 1974 was a clerical worker, compared with less than one of every 16 men. Other large differences between the distributions of men and women occurred in the craft jobs, which were held by 3.7 percent of all women and 16.1 percent of all men, and in operatives positions, held by 10.3 percent of all women and 21.2 percent of all men.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Race/Ethnic Group, San Antonio SMSA, 1974

	All Employees			White	Hispanic	Black
Occupation	Total	Men	Women			
Total number	104,493	64,710	39,783	54,268	42,464	7,261
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.3	13.6	4.9	15.8	4.4	3.6
Professionals	4.7	4.4	5.2	7.4	1.6	2.6
Technicians	5.1	4.4	6.4	5.1	4.3	9.9
Sales workers	15.7	13.1	19.9	19.2	12.1	10.0
Office/clerical workers	16.0	6.0	32.2	20.5	11.3	9.2
Craft workers	11.3	16.1	3.7	11.5	12.1	6.6
Operatives	17.1	21.2	10.3	11.1	24.6	18.3
Laborers	9.5	12.7	4.3	3.5	16.5	13.7
Service workers	10.4	8.6	13.2	5.9	13.3	26.1

While both Hispanics and blacks in the San Antonio SMSA were concentrated in the lower paying jobs, the occupational distributions of the two minority groups were substantially different. More Hispanics were in the operatives category (24.6 percent) than in any other. Blacks had their largest concentration (26.1 percent) in the service worker category. Only about 6 percent of both Hispanics and blacks held jobs as officials/managers and professionals, compared with 23.2 percent of all whites. The proportion of Hispanics who held jobs as professionals, 1.6 percent, was the lowest of any of the three employee groups in any occupation.

Women were employed in substantial numbers in the ten largest industries 1/ in San Antonio. In 1974, women were from one-half to three quarters of all workers in five of the 10 largest industries: health services, general merchandise stores, insurance carriers, communication, and eating and drinking places. The only high-paying industry among these five was communication. However, more than seven of every 10 women in communication were clerical workers, in the middle of the salary range. Women had their lowest participation rate (10.3 percent) in electric, gas, and sanitary services.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex, and Race/Ethnic Group, San Antonio SMSA, 1974

Industry	Total Employment	Participation Rates Women	Hispanic	Black
Total, all industries	104,000	38.1	40.6	6.9
Health services	9,900	77.4	41.6	16.8
General merchandise stores	8,600	60.3	38.9	5.4
Food and kindred products	6,200	19.4	55.1	5.0
Insurance carriers	6,000	60.7	23.0	5.0
Food stores	5,400	39.5	45.7	5.2
Communications	4,100	52.0	26.0	4.6
Wholesale trade-durable goods	3,900	21.1	40.4	4.0
Electric, gas and sanitary services	3,800	10.3	39.4	3.4
Transportation equipment	3,400	23.4	47.2	11.2
Eating and drinking places	3,400	51.1	38.2	8.7

Hispanic rates ranged from 55.1 percent of the workers in food and kindred products to 23.0 percent in insurance

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1/ Railroad transportation was not included in the list because of requirements to preserve confidentiality of employer information.

carriers, with most of the rates clustered in the center of this range. Blacks had fairly high participation rates (given their 6.6 percent incidence in the labor force) in three industries--health services (16.8 percent), transportation equipment (11.2 percent) and eating and drinking places (8.7 percent). In the remaining seven industries, black employment was below their incidence in the labor force.

Employment of Women and Minorities in State and Local Government

Women and minorities in State and local government in the San Antonio SMSA tended to be employed in jobs with the lowest pay and the least opportunity for advancement. Even when they held posts in the better occupational categories, they earned lower median salaries than their male or white counterparts. Data projected from EEO-4 reports from the State of Texas and 10 local jurisdictions covered about 80 percent of all State and local government employees in the San Antonio SMSA. According to 1974 EEO-4 reports, women comprised 33 pervent of the full-time employees, but 50 percent of all other than full-time workers. Hispanics had a slightly higher participation rate in full-time jobs than in part-time/temporary (46 percent and 43 percent), while blacks were employed in about the same proportion in both types of employment (9 percent and 10 percent).

In 1974, there were substantial differences in the proportions of full-time female and minority workers in the larger functions of government. The participation of women varied from 2 percent of the workers in sanitation and sewage to 66 percent in public welfare. In contrast, nearly 90 percent of all employees in sanitation and sewage were Hispanic or black, the vast majority being Hispanic. Hispanics had their lowest participation rate in police protection and blacks, in fire protection.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Race/Ethnic Group, San Antonio SMSA, 1974

Function	All Employees		Participation Rates		
	Median Salaries	Number	Women	Hispanic	Black
Total	$ 7,328	15,421	32.5	45.7	8.8
Hospitals & sanatoriums/health	5,804 1/	4,198	63.5	41.5	15.8
Police protection	10,501	1,819	10.9	31.6	3.5
Financial administration	7,360	1,415	47.2	38.1	6.9
Streets & highways	7,057	1,405	4.3	45.4	3.6
Sanitation & sewage	6,581	1,197	2.0	78.5	9.3
Utilities & transportation	7,158	1,093	15.9	52.1	5.9
Fire protection	11,357	1,020	1.7	39.3	2.4
Public welfare	7,444	1,009	65.9	46.6	6.6
Other 2/	N/A	2,265	24.5	52.1	9.7

1/ Median salary applies to hospitals and sanatoriums function only; this function includes 60.6 percent of the employees in hospitals and health combined.

2/ Other includes community development, corrections, employment security, housing, natural resources, and other miscellaneous functions.

Women in State and local government were drastically underrepresented as protective service workers (1 percent of total) and skilled craft workers (2 percent). But 86 percent of all office/clerical jobs were held by women and 56 percent of all para-professional jobs.

The majority of workers in five of the eight occupational categories were either Hispanic or black. The three exceptions were the highest paying job categories--officials/administrators, professionals, and protective service workers. Hispanics and blacks together accounted for 86 percent of all service/maintenance workers, 66 percent of the para-professionals, and 60 percent of the clerical workers. Hispanics were well-represented as craft workers (46 percent), given their 41 percent incidence in the labor force, and blacks as technicians (14 percent of all technicians and 7 percent of the labor force). But Hispanic craft workers earned median annual salaries which were $800 below those of their white counterparts and black technicians earned $1,000 less than white technicians.

Table 7. Participation Rates of Full-Time Employees in State and Local Government by Occupation, Sex and Race/Ethnic Group, San Antonio SMSA, 1974

Occupation	Both Sexes					Women			
	Total								
	Number	Percent	White	His-panic	Black	Total	White	His-panic	Black
Total	15,421	100.0	45.1	45.7	8.8	32.5	14.0	14.0	4.4
Officials/administrators	518	100.0	75.7	18.9	4.8	21.4	15.8	3.7	1.7
Professionals	2,746	100.0	69.5	25.2	4.7	34.0	23.3	7.5	2.8
Technicians	1,245	100.0	48.4	37.7	13.5	40.5	15.3	14.2	10.6
Protective service	2,478	100.0	59.7	36.2	3.9	1.0	.4	.4	.2
Para-professionals	1,477	100.0	34.0	45.0	20.5	55.5	15.4	25.7	14.0
Office/clerical	2,645	100.0	39.9	51.6	8.2	86.0	34.7	44.2	7.0
Skilled craft	1,255	100.0	47.9	46.0	6.1	1.5	.4	.9	.2
Service/maintenance	3,057	100.0	13.5	75.0	11.4	10.8	2.8	6.1	1.8

Women were virtually excluded from some of the most prestigious jobs in the area. Only 1 percent of all women were craft or protective service workers and only 2 percent were officials. (See table 8.) The office/clerical category encompassed 45 percent of the women working in State and local government. About one in five women was a professional, a ratio comparable to that of men. But the median annual salary

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government by Sex and Race/Ethnic Group, San Antonio SMSA, 1974

Occupation	All Employees			White	His-panic	Black
	Total	Men	Women			
Total number	15,421	10,404	5,017	6,953	7,055	1,362
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	3.4	3.9	2.2	5.6	1.4	1.8
Professionals	17.8	17.4	18.6	27.4	9.8	9.4
Technicians	8.1	7.1	10.0	8.7	6.6	12.3
Protective service	16.1	23.6	.5	21.3	12.7	7.0
Para-professionals	9.6	6.3	16.3	7.2	9.4	22.2
Office/clerical	17.2	3.5	45.4	15.2	19.4	15.9
Skilled craft	8.1	11.9	.4	8.6	8.2	5.6
Service/maintenance	19.8	26.2	6.6	5.9	32.5	25.6

of female professionals was more than $2,000 below that of their male counterparts.

Twenty-four percent of the Hispanics and 18 percent of the blacks were in the three highest-paying categories (officials, professionals, and protective service), compared with 54 percent of the whites. More Hispanics and blacks in San Antonio were employed in service/maintenance than in any other job category. One of every three Hispanics and one of every four blacks were so employed in 1974. Only one of every 20 whites held service jobs. A very high proportion of blacks were para-professionals (22 percent) compared with both Hispanics (9 percent) and whites (7 percent).

State and local governments in the San Antonio area hired some 2,800 employees between July 1, 1973 and June 30, 1974. The hiring rate was nearly 20 percent of the June 1974 level of employment. Women, Hispanics, and blacks were hired at rates exceeding their incidence in the labor force--women were 44 percent of new hires and 40 percent of the labor force, Hispanics were 47 percent and 41 percent, and blacks were 10 percent and 9 percent. Their respective occupational distributions, however, did not change appreciably.

Women in State and local government in the San Antonio SMSA were paid less than men in each occupational category. The median salary for full-time women workers in 1974 was about $5,900, or 73 percent that of men. The largest discrepancies between salaries earned by women and men were in four categories: protective services (median for women $3,700 less than for men), officials/administrators ($2,500 less), skilled craft workers ($2,300 less), and professionals ($2,000 less). Salaries of Hispanic and black women were even lower than those of white women. Their median salaries were below that of white women by $1,500 for Hispanics and $1,400 for blacks.

The overall median salary for Hispanic workers in 1974 was 71 percent that of white workers. The black median was even lower, or 67 percent that of whites. In every occupation except service/maintenance, the median salary of both minority groups was less than that of whites. The largest differences between Hispanic and white medians were in the technician and para-professional groups ($900 in both job categories), followed by craft workers ($800). The difference between blacks and whites were larger--$1,400 less for black protective service workers and about $1,000 less for both black technicians and black para-professionals.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex, and Race/Ethnic Group, San Antonio SMSA, 1974

Occupation	Both Sexes				Men				Women			
	Total	White	His-panic	Black	Total	White	His-panic	Black	Total	White	His-panic	Black
Total	$ 7,328	$ 8,982	$ 6,412	$ 6,005	$ 8,102	$ 9,929	$ 6,993	$ 6,642	$ 5,885	$ 6,978	$ 5,491	$ 5,613
Officials/adminis-trators	12,721	12,860	12,276	11,125	13,547	13,617	13,395	12,000	11,094	11,379	10,150	7,750
Professionals	10,273	10,444	10,117	9,296	11,309	11,442	11,187	9,600	9,267	9,366	8,956	9,118
Technicians	7,341	7,943	7,034	6,903	7,904	8,705	7,347	7,100	6,877	7,132	6,653	6,685
Protective service	10,539	10,770	10,205	9,355	10,564	10,786	10,238	9,448	6,833	6,500	6,667	8,000
Para-professionals	5,487	6,242	5,351	5,194	6,270	8,195	5,880	5,492	5,192	5,490	5,118	5,095
Office/clerical	5,541	5,864	5,382	5,373	5,902	6,593	5,551	6,385	5,495	5,787	5,357	5,283
Skilled craft	7,464	7,972	7,143	7,115	7,492	7,992	7,171	7,157	5,188	5,000	5,222	5,500
Service/maintenance	5,641	5,461	5,688	5,579	5,769	5,631	5,794	5,761	5,006	5,000	5,006	5,019

SAN JOSE, CALIFORNIA

Summary of Findings

*** Hispanics' representation in EEOC-surveyed private industry continued to lag behind their incidence in the labor force despite slight improvement between 1970 and 1974. They were particularly underrepresented in the top-paying managerial and professional positions. Hispanics, unlike whites, were concentrated in three normally low-earnings occupations--operatives, laborers, and service workers.

*** Asian Americans were well represented overall in private sector employment, but remained underrepresented in the well-paying managerial and craft worker (includes blue-collar worker supervisors) positions.

*** Women's share of employment in private sector establishments increased between 1970 and 1974, so that by 1974 it about matched their incidence in the labor force. However, women continued to be grossly underrepresented in such well-paying occupations as managers, professionals, and craft workers. Women were generally relegated to low-paying jobs, clericals and operatives in particular.

*** Hispanics suffered considerable underrepresentation in surveyed State and local government employment, both overall and in most occupations. They held very low proportions of the top-paying administrative and professional occupations. About three times the proportion of Hispanics as whites were in the lowest paying occupations--para-professionals and service/maintenance.

*** Although Asian Americans participated in State and local government employment at a rate slightly above their incidence in the civilian labor force, they were underrepresented in two well-paying occupations--protective service and skilled craft. There were no Asian women at all in those latter two categories and very few among administrators and technicians.

*** The two lowest paying occupations--para-professional and clerical--were the chief occupations of women in the private sector. Women held a very small share of the protective service jobs and there were no women reported in the craft category.

*** Median annual salaries in State and local government were generally lower for minorities and women than for whites and men, respectively. Hispanic women were the most disadvantaged, having a median salary significantly lower than any other employee group.

Area Characteristics

San Jose, California lies in the fertile Santa Clara Valley, 50 miles southeast of San Francisco. It is the State's oldest civic settlement, having been founded by the Spanish in 1777.

The population of the San Jose SMSA (Santa Clara County) has grown rapidly in recent years, increasing 11 percent since the 1970 Census to 1.2 million in 1974. Hispanics were by far the largest minority group in the SMSA. They were 18 percent of the population in 1970 and were highly concentrated in the city of San Jose, where they constituted 22 percent of the residents. Asian Americans were about 3 percent of both the SMSA and the city populations. All other minorities together constituted less than 3 percent of the area's population.

Table 1. Population in the San Jose SMSA and the City of San Jose, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	1,064,714	100.0
Hispanic	186,525	17.5
Asian American 1/	32,622	3.1
Other	28,194	2.7
City of San Jose		
Total	445,779	100.0
Hispanic	97,637	21.9
Asian American 1/	12,747	2.9
Other	15,686	3.5

1/ Includes Japanese, Chinese, Filipino, Hawaiian, and Korean.

The San Jose area has become a processing and shipping center for the surrounding agricultural region, which specializes in fruits, nuts, and berries. It is the world's largest dried fruit packing and canning center. In addition, the area is rapidly becoming an important center for electronics research. Other major industries in the area include the manufacture of electrical equipment, ordnance, aircraft parts, and automobiles. Over one-third of the nonagricultural employees in the area work in manufacturing, almost half of those in the electrical equipment industry. About 15 percent of the workers in the area were employed in Federal, State, and local government.

Unemployment rates in the San Jose area have been consistently above the national rates. The 1975 unemployment rate in San Jose was the area's highest in the five years since 1971; an average of 9.2 percent of the labor force or 53,000 persons were unemployed during 1975.

Civilian Labor Force and Surveyed Employment

The participation rates of women in the private sector, as well as in State and local government employment, surveyed by EEOC, were above their 37 percent incidence in the labor force. Hispanics were underrepresented in both sectors of employment compared with their share of the labor force (15 percent). Asian Americans were represented above their civilian labor force rate (3 percent) in both private and public employment. However, as is detailed below, whether or not these groups were fairly represented overall, they were underemployed in the better paying occupations.

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, San Jose SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	53.4	100.0
Total: Number	562,600	212,853	25,341
Percent	100.0	100.0	100.0
All women	36.9	38.1	45.0
Hispanics	14.9	11.9	9.5
Women	5.2	5.1	3.5
Asian Americans 1/	3.2	4.3	3.9
Women	1.3	1.8	1.9
Other minorities	2.3	4.1	4.7
Women	.9	1.8	2.1

1/ Includes only Japanese, Chinese, and Filipino.

Employment of Women and Minorities in the Private Sector

The position of women in the private sector in the San Jose area improved somewhat between 1970 and 1974, according to EEO-1 reports. In 1974, such reports were received from 935 establishments employing 213,000 persons or about 53 percent of the total private, nonagricultural employment in the area. The overall participation of women rose from 33 to 38 percent between 1970 and 1974, reaching parity with their incidence in the labor force in 1974. Women experienced increased participation in every occupation. The greatest change occurred in the low-paying laborers category, where female participation rose 22 percentage points to 52 percent of employment. Though women made small advances in the better paying job categories, in 1974 they were still only 12 percent of the managers, 16 percent of the professionals, 23 percent of the technicians, and 9 percent of the craft workers. (See table 3.)

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Ethnic Group, San Jose SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Professionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Operatives	Laborers	Service Workers
Total number	70	168,750	15,614	34,407	12,508	12,239	31,545	18,201	29,780	7,363	7,093
	74	212,853	22,893	41,451	18,648	15,969	36,063	20,440	35,275	11,169	10,945
Men	70	66.6	92.5	89.0	81.1	59.6	20.3	95.0	56.7	68.8	59.2
	74	61.9	87.9	84.1	77.3	55.7	18.6	90.7	48.1	47.5	53.6
Women	70	33.4	7.5	11.0	18.9	40.4	79.7	5.0	43.3	31.2	40.8
	74	38.1	12.1	15.9	22.7	44.3	81.4	9.3	51.9	52.5	46.4
White	70	83.5	94.9	92.6	86.5	92.0	88.7	85.0	68.6	45.6	68.6
	74	79.8	92.3	89.7	81.9	87.1	83.2	80.2	64.8	49.4	68.7
Men	70	55.9	87.9	82.4	70.2	55.2	16.8	80.8	39.2	31.6	37.8
	74	50.3	81.5	75.8	64.2	48.6	14.6	73.1	30.9	21.9	33.7
Women	70	27.6	7.0	10.1	16.3	36.8	71.8	4.2	29.4	14.0	30.8
	74	29.5	10.8	13.9	17.8	38.5	68.6	7.1	33.9	27.5	35.0
Hispanic	70	10.4	2.6	2.3	6.3	4.6	6.1	10.8	21.9	46.3	16.7
	74	11.9	3.7	2.7	7.6	7.0	8.8	14.1	23.1	41.5	18.5
Men	70	6.8	2.3	2.1	5.1	2.6	1.9	10.3	12.9	31.9	11.9
	74	6.9	3.0	2.1	5.2	3.8	2.2	12.9	12.2	21.6	12.2
Women	70	3.6	.3	.2	1.2	2.0	4.2	.5	9.0	14.4	4.8
	74	5.1	.6	.6	2.4	3.2	6.7	1.2	10.8	19.9	6.3
Asian American	70	2.8	1.5	4.0	4.1	1.5	2.1	1.8	3.1	2.6	3.6
	74	4.3	2.3	5.8	6.3	3.2	3.5	2.4	5.2	3.8	3.8
Men	70	1.8	1.4	3.6	3.3	.9	.5	1.8	.9	1.2	2.6
	74	2.4	2.0	4.8	4.9	1.8	.7	2.0	1.4	1.0	2.6
Women	70	1.0	.1	.5	.8	.6	1.6	*	2.2	1.4	.9
	74	1.8	.4	1.0	1.3	1.4	2.8	.4	3.8	2.8	1.2

*Less than 0.05 percent.

Although overall Hispanic participation rose from 10 to 12 percent from 1970 to 1974, they were still represented at a rate below their incidence in the civilian labor force. They were vastly underrepresented among managers and professionals, accounting for only 3 percent of the employees in those occupations. Only in the generally less well-paying operatives, laborers, and service workers categories were Hispanics represented at rates at or above their labor force rate. During the five year period, Hispanics bettered their participation in all job categories except laborers. There they dropped from 46 to 42 percent of employment, although the number of Hispanic laborers actually increased.

Asian participation in the private sector also rose, going from 3 to 4 percent of total employment. Asian Americans increased their representation in every job category, but remained underrepresented in the top-paying white-collar and blue-collar job categories of managers and craft workers.

Over one-third of all women in the private sector were clerical workers, a generally low-paying occupation. Another one-fourth were operatives, of whom two-thirds were in electrical and electronics equipment, a below-average industry in San Jose in terms of earnings. Barely 12 percent of all women compared with 42 percent of all men were in the top-paying managers and professionals categories. (See table 4.)

Almost three-fifths of the Hispanics were employed as low-paid operatives, laborers, or service workers. Only one-fifth of the whites worked in these types of jobs. At the other end of the pay scale, 8 percent of all Hispanics, contrasted with 34 percent of all whites, were managers or professionals.

Asian Americans were distributed among the various occupations in private industry somewhat differently than were whites. Asians were more likely than whites to be professionals and operatives, and less likely to be managers and craft workers. Twice the proportion of whites as Asians were in the top-paying managerial posts.

Table 4. Occupational Distribution of Surveyed Employees, in the Private Sector, by Sex and Ethnic Group, San Jose SMSA, 1974

Occupation	All Employees			White	Hispanic	Asian American
	Total	Men	Women			
Total number	212,853	131,662	81,191	169,770	25,357	9,052
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/managers	10.8	15.3	3.4	12.4	3.3	5.9
Professionals	19.5	26.5	8.1	21.9	4.4	26.6
Technicians	8.8	11.0	5.2	9.0	5.6	12.9
Sales workers	7.5	6.8	8.7	8.2	4.4	5.6
Office/clerical workers	16.9	5.1	36.2	17.7	12.6	14.1
Craft workers	9.6	14.1	2.3	9.7	11.4	5.4
Operatives	16.6	12.9	22.6	13.5	32.1	20.2
Laborers	5.2	4.0	7.2	3.2	18.3	4.7
Service workers	5.1	4.5	6.3	4.4	8.0	4.6

The ten industries with the largest employment, according to the EEO-1 survey, accounted for 75 percent of surveyed employment. In these ten industries, the participation of women ranged from 7 percent of the employees in the well-paying transportation equipment industry to 76 percent of those in the generally low-paying health services field. Women were well represented in comparison with their incidence in the labor force in two industries with above-average earnings, but were concentrated in the less well-paying occupations there. In the communications industry, women were 55 percent of the employees but three-fourths of them were in the low-paying clerical category (includes telephone operators). Although they were 43 percent of the workers in instruments and related products, 74 percent of the women (compared with 16 percent of all men) were either clerical workers or operatives.

Hispanics were represented at a rate equal to or greater than their incidence in the labor force in only two of the ten industries. Hispanics were almost half of the workers in food and kindred products, but usually were laborers. Although Hispanics represented 19 percent of the employees in the normally well-paying transportation equipment industry, 73 percent of the Hispanic employees (twice the proportion of white employees) were in the less well-paid operatives jobs.

Asian Americans were represented at rates approximately equal to their proportion of the labor force in most of the top ten industries. Their highest proportion of employment was in electrical and electronic equipment, a below-average earnings industry in San Jose.

Table 5. Participation Rates of Surveyed Employees in the Ten Largest Industries in the Private Sector, by Sex and Ethnic Group, San Jose SMSA, 1974

Industry	Total Employment	Participation Rates Women	 Hispanic	 Asian American
Total, all industries	212,900	38.1	11.9	4.3
Electrical and electronic equipment	58,100	43.2	10.6	6.0
Business services	29,700	19.6	6.5	4.6
Machinery, except electrical	19,300	25.0	7.3	3.6
Health services	11,600	75.8	9.1	5.1
General merchandise stores	11,000	69.8	9.4	3.6
Communication	7,600	54.7	9.6	2.4
Food and kindred products	7,500	36.2	48.1	2.1
Transportation equipment	5,900	7.2	19.1	2.4
Instruments and related products	5,300	42.9	10.3	4.6
Wholesale trade-durables	4,500	28.2	8.6	3.0

Employment of Women and Minorities in State and Local Government

According to the 1974 EEO-4 survey, women and Asian Americans were fairly represented and Hispanics were underrepresented in State and local government (excluding schools), as compared to their incidence in the labor force of the San Jose area. All groups, however, were highly disadvantaged in the occupations filled and salaries paid. Data from 13 jurisdictions were used to project the employment figures discussed in this section. EEO-4 forms received included those from the State of California, Santa Clara County, and all of the cities of 50,000 or more. Survey data showed varying participation rates for women and Hispanics depending on the type of employment. Of the 19,100 full-time employees, 43 percent were women; but women were 52 percent of the 6,300 other than full-time (part-time and/or temporary) workers. Hispanics were 10 percent of the full-time workers, and only 8 percent of the non-full-time employees. Asians were approximately 4 percent of both types of employment.

The specific functions of government shown in table 6 accounted for 75 percent of EEO-4 surveyed full-time employment. The participation of women in these functions ranged from about 2 percent of the employees in fire protection (the function with the highest median annual salary) to 71 percent of those in the combined hospitals and health functions (the functions with the lowest overall salaries).

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Ethnic Group, San Jose SMSA, 1974

	All Employees		Participation Rates		
Function	Median Salaries	Number	Women	Hispanic	Asian American
Total	$12,228	19,051	42.7	10.1	3.9
Hospitals and sanatoriums health	10,056*	4,655	70.5	9.2	3.9
Financial administration/ general control	11,942	3,437	45.9	8.3	4.5
Police protection	14,175	2,165	19.9	6.6	1.9
Streets and highways	12,834	1,907	8.0	17.3	4.6
Natural resources/parks and recreation	12,362	1,185	10.5	17.6	4.3
Fire protection	14,612	975	2.4	6.1	.7
Other 1/	N/A	4,727	53.7	10.1	4.6

* This median is for hospitals only.

1/ Includes employees in public welfare, housing, community development, corrections, utilities and transportation, sanitation and sewage, employment security, and other miscellaneous functions.

In only two functions were Hispanics represented at rates at or above their incidence in the labor force--streets and highways and natural resources/parks and recreation. Unlike whites, Hispanics in both functions were overwhelmingly concentrated in the lowest paying job category (service/maintenance). Proportionally, only half as many whites as Hispanics held these jobs. In addition, Hispanic service workers in those functions were paid median salaries $300 to $400 per year lower than similarly employed whites. Hispanics were only 6 to 7 percent of the employees in fire and police protection, the two functions with the highest median annual salaries.

Asian Americans also were underrepresented among police and fire employees. The few who obtained jobs in those functions earned median salaries which were $1,600 to $2,400 a year lower than their white counterparts. Asians were represented at rates equal to or greater than their incidence in the labor force in all other functions.

Although women were 43 percent of all State and local government employees and 37 percent of the area's labor force, they were represented at those rates or higher in only three of the eight EEO-4 surveyed occupations. Their greatest shares of employment were in the two lowest paying occupations-- para-professionals (64 percent) and office/clerical (89 percent). Women held a low 5 percent of the high-paying protective service worker category, and there was only one woman reported in the better-paying skilled craft category.

Hispanics were underrepresented in relation to their incidence in the labor force in all but two occupations, the low-pay para-professionals (where they held 20 percent of the jobs) and service/maintenance (28 percent). They were only 5 percent of the well-paid officials/administrators and professionals.

Asian Americans were underrepresented in two relatively high-paying job categories--protective service and skilled craft. There were no Asian women at all in those categories. Asian women also were underrepresented among administrators and technicians. Asians' highest participation was in the

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation and by Sex and Ethnic Group, San Jose SMSA, 1974

	Both Sexes					Women			
	Total								
Occupation	Number	Percent	White	Hispanic	Asian American	Total	White	Hispanic	Asian American
Total	19,051	100.0	81.5	10.1	3.9	42.7	35.2	3.6	2.0
Officials/administrators	826	100.0	90.7	5.1	3.1	29.2	25.8	1.7	.8
Professionals	4,957	100.0	85.7	4.8	5.6	44.5	38.5	1.6	2.7
Technicians	2,090	100.0	84.9	6.4	4.0	28.2	24.1	.9	.9
Protective service	2,381	100.0	88.5	6.5	1.1	4.8	4.3	.3	-
Para-professionals	1,116	100.0	66.9	20.2	3.2	64.4	44.8	12.0	1.9
Office/clerical	4,414	100.0	83.8	8.8	4.3	89.1	74.9	7.5	4.0
Skilled craft	1,043	100.0	82.9	12.6	1.8	.1	.1	-	-
Service/maintenance	2,224	100.0	60.3	27.8	3.9	14.5	7.6	4.6	.7

professionals category, where they were 6 percent of such employees, a rate well above their incidence in the labor force.

Well over one-half of all women compared with less than one-tenth of all men were in the para-professionals and office/clerical categories. (See table 8.) Women in those positions earned median annual salaries at least $3,300 below the overall median for workers in area State and local governments. A very small percentage of the women (1 percent compared with 21 percent of the men) were able to obtain jobs in the high-paying protective service category.

About 44 percent of the Hispanics were employed as relatively lower paid para-professionals and service/maintenance workers; only 13 percent of the whites were in those positions. Half the proportion of Hispanics as whites (23 compared with 46 percent) were in the three top-paying job categories (officials, professionals, and protective service workers).

The occupational distribution of Asian Americans compared with whites differed significantly in only two occupations. Asians were less likely than whites to be protective service workers and more likely to be professionals.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Ethnic Group, San Jose SMSA, 1974

	All Employees			White	Hispanic	Asian American
Occupation	Total	Men	Women			
Total number	19,051	10,922	8,129	15,528	1,932	744
Percent of total	100.0	100.0	100.0	100.0	100.0	100.0
Officials/administrators	4.3	5.4	3.0	4.8	2.2	3.5
Professionals	26.0	25.2	27.1	27.4	12.4	37.1
Technicians	11.0	13.7	7.3	11.4	6.9	11.3
Protective service	12.5	20.8	1.4	13.6	8.0	3.5
Para-professionals	5.9	3.6	8.8	4.8	11.6	4.8
Office/clerical	23.2	4.4	48.4	23.8	20.1	25.7
Skilled craft	5.5	9.5	*	5.6	6.8	2.6
Service/maintenance	11.7	17.4	4.0	8.6	32.0	11.6

*Less than 0.05 percent.

State and local jurisdictions in the San Jose area hired 2,253 full-time employees between July 1, 1973 and June 30, 1974. The number of new hires was about 12 percent of the June 1974 level of full-time employment. Some 46 percent of the hires were women--a rate well above their incidence in the labor force (37 percent). Among the new hires, women were 58 percent of the professionals (a large majority were in the hospitals function where the median salary for women professionals was relatively low), 74 percent of the para-professionals, and 87 percent of the clerical workers. About half of all newly hired women were employed in the latter two low-paying occupations; only one-fourth of all new employees were hired into those positions.

Hispanics were hired at a rate (12 percent) lower than their 15 percent incidence in the labor force, indicating a continuing pattern of underrepresentation in State and local government. In only two occupations were Hispanics hired at rates above their incidence in the labor force. They were 17 percent of the newly hired protective service workers, but this meant employment for only 31 Hispanics. They were 19 percent of the new service/maintenance workers. In fact, four of every ten newly hired Hispanics were hired into that job category, compared with two of every ten employees.

Asians were hired at a rate approximately equal to their incidence in the labor force. Although they were hired at or above their labor force rate in the three top-paying white-collar occupations of officials, professionals, and technicians, this involved the hiring of only 43 Asians. Asians continued to be hired at a low rate in the protective service category.

Women in State and local government were paid salaries consistently lower than men. (See table 9.) Overall, women earned a median salary of $9,900 or only 71 percent as much as men. Among the occupations, the largest salary discrepancy was in the officials/administrators category where the 241 women earned a median annual salary $9,200 lower than, or 59 percent that of men. The salary gap between women and men was the narrowest in the female-dominated para-professional and office/clerical categories. Hispanic women were paid the lowest median annual salary ($8,500) of any employee group. That group's overall median salary was 84 percent that of white women and 74 percent that of Hispanic men.

Hispanics earned 82 percent of the median salary of whites. The largest variations between the salaries of Hispanics and whites occurred in the two top-paying occupations. Hispanic administrators were paid a median annual salary $4,400 less than their white counterparts, while Hispanic professionals earned a salary $1,200 less than whites in those positions. The two groups approached comparability only in the lowest paying para-professionals occupation.

Because of their relatively favorable occupational distribution, Asians earned a high overall median annual salary of $12,100, which nevertheless was only 96 percent that of whites. The largest white/Asian gaps occurred in the skilled craft and service/maintenance categories. However, Asian salaries lagged behind those of whites among the top-paying administrators, professionals, and protective service workers.

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government, by Occupation, and by Sex and Race, San Jose SMSA, 1974

Occupation	Both Sexes				Men				Women			
	Total	White	Hispanic	Asian Amer.	Total	White	Hispanic	Asian Amer.	Total	White	Hispanic	Asian Amer.
Total	$12,228	$12,592	$10,353	$12,089	$13,929	$14,316	$11,521	$13,600	$ 9,919	$10,115	$ 8,519	$10,710
Officials/administrators	20,119	20,414	16,000	19,857	22,278	22,516	19,316	21,318	13,083	13,390	10,667	15,500
Professionals	14,782	14,886	13,646	14,527	16,195	16,549	14,588	15,727	13,338	13,410	12,281	13,368
Technicians	13,098	13,204	12,960	13,857	14,540	14,727	13,686	13,879	10,831	10,812	10,450	13,750
Protective service	14,249	14,292	13,692	13,750	14,298	14,344	13,720	13,750	12,809	12,693	13,000	-
Para-professionals	8,612	8,571	8,664	9,538	8,913	8,662	9,205	10,250	8,497	8,543	8,378	9,222
Office/clerical	8,990	9,044	8,457	9,232	9,703	9,852	9,000	9,143	8,923	8,971	8,383	9,239
Skilled craft	14,172	14,302	13,258	12,850	14,174	14,305	13,258	12,850	N/A	N/A	-	-
Service/maintenance	10,227	10,569	9,721	9,333	10,628	10,873	10,262	9,714	7,366	7,511	7,147	8,000

TUCSON, ARIZONA

Summary of Findings

*** The participation of both women and Hispanics in private sector employment as surveyed by EEOC declined between 1970 and 1974.

*** Hispanics were substantially excluded from the choice white-collar jobs in the private sector while being overutilized as relatively low-paid operatives or laborers.

*** Women were limited to stereotyped clerical, service, and para-professional jobs in both the private and public sectors. This exclusion from the higher salaried occupations was particularly glaring in Tucson area governments which employed no women as skilled craft workers.

*** Among the ten largest industries, as reported to EEOC, Hispanics were employed primarily in operative and laborer jobs, even when well-represented in industries with high annual average earnings. Women were markedly underutilized in the best paying industry (mining) in the Tucson area but had large shares of the employment in the lowest paying industries.

*** Women's median salaries in government employment were lower than men's in every occupational category.

Area Characteristics

The Tucson SMSA is coterminous with Pima County in the southern portion of Arizona. Originally the site of an Indian village called "Stjukshon", it is now a popular health resort and recreation center as well as being the eighth fastest-growing SMSA in the country.

The population of the SMSA in 1974 was about 433,500, a dramatic increase of 23.3 percent since the 1970 Census. Approximately 24 percent of the population is Hispanic in both the SMSA and the city of Tucson itself. All other minorities combined accounted for 6.4 percent of the area's residents. Blacks and American Indians accounted for most of the other minorities, comprising 2.9 and 2.5 percent, respectively, of the population.

The incidence of American Indians in the SMSA's labor force is high compared with their proportion of the nation's population (.4 percent) and results from the location of two Indian reservations within the SMSA. Over half of the Indian residents of the area live on the Papago Indian Reservation. American Indians constitute a far lower proportion of the population of the city of Tucson (.7 percent).

Table 1. Population in the Tucson SMSA and the City of Tucson, by Minority Group, 1970

	Number	Percent of Total
SMSA		
Total	351,700	100.0
Hispanic	82,900	23.6
Other minorities	22,400	6.4
City of Tucson		
Total	262,900	100.0
Hispanic	62,900	23.9
Other minorities	13,600	5.2

Source: Bureau of the Census.

Government, trade and services are not only the fastest-growing sectors of the Tucson economy, but are also the largest employers, accounting for 64 percent of all nonagricultural employment. With the location of several military installations in the area, government is the largest non-farm employer. Tucson is unusual among the nation's SMSAs in that mining and quarrying are fairly important industries, employing one of every 20 nonagricultural workers.

Unemployment in the area was moderate and below the national average between 1970 and 1974. In 1975, however, the unemployment rate had become substantial (7.5 percent) but was still below the national average of 8.5 percent.

Civilian Labor Force and Surveyed Employment

The civilian labor force in the Tucson SMSA was approximately 164,500 in 1974. Hispanics accounted for nearly 21 per-

Table 2. Participation Rates of Women and Minorities in the Civilian Labor Force and in EEOC Surveyed Employment, Tucson SMSA, 1974

Sex and Minority Group	1974 Civilian Labor Force	Private Sector (EEO-1)	State and Local Government (EEO-4)
Estimated % coverage	100.0	46.0	90.0
Total: Number	164,500	47,700	9,500
Percent	100.0	100.0	100.0
All women	38.5	33.3	34.1
Hispanics	20.9	18.0	23.6
Women	6.9	5.3	6.4
Other minorities	4.5	4.0	7.0
Women	1.9	1.7	2.7

Source: Arizona Department of Economic Security and Equal Employment Opportunity Commission.

cent of the area's labor force and women, 38.5 percent. Women were underrepresented in both private and public **employment** surveyed by EEOC. Hispanics were also underutilized in the surveyed private sector. Although Hispanic participation in State and local government exceeded their proportion in the labor force, members of this ethnic group held less than their fair share of the higher-salaried white-collar and protective service occupations.

Employment of Women and Minorities in the Private Sector

In 1974, EEO-1 reports were filed by 269 establishments in the Tucson area employing 47,700 persons or about 46 percent of total, private, nonagricultural employment. Women were one-third of the EEO-1 reported employees and Hispanics, 18 percent.

Female participation in EEO-1 reported employment declined by 2.6 percentage points between 1970 and 1974, further widening the gap between the level of female participation in the surveyed private sector and in the labor force (table 3). Although the proportion of professional jobs held by women also declined during this period, women were still a relatively high 38 percent of the professionals in 1974. Women held only 17.1 percent of the prime managerial jobs and, strikingly, only 3 percent of the well-paid craft positions. On the other hand, more than three of every four clerical workers and three of every five service workers were women.

Hispanic participation among EEO-1 employees also declined between 1970 and 1974 and was less than the Hispanic proportion of the area's labor force. Although the participation rate of Hispanics in managerial and professional occupations increased during the five-year period, Hispanics were still underrepresented in each white-collar job category. On the other hand, the Hispanic proportion of laborer jobs was very high, at 36.1 percent.

Table 3. Participation Rates of Surveyed Employees in the Private Sector, by Sex and Ethnic Group, Tucson SMSA, 1970 and 1974

Sex and Race	Year	Total	Off./ Mgrs.	Profes- sionals	Technic.	Sales Workers	Office/ Clerical Workers	Craft Workers	Opera- tives	Laborers	Service Workers
Total number	70	28,643	2,343	2,566	1,447	3,211	4,659	4,176	5,371	1,967	2,903
	74	47,661	4,482	3,554	2,261	5,553	6,674	7,896	9,754	3,342	4,145
Men	70	64.1	85.5	61.0	69.3	51.3	19.6	95.8	81.8	84.6	40.1
	74	66.7	82.9	62.1	65.3	47.6	21.4	97.0	83.5	86.0	39.4
Women	70	35.9	14.5	39.0	30.7	48.7	80.4	4.2	18.2	15.4	59.9
	74	33.3	17.1	37.9	34.7	52.4	78.6	3.0	16.5	14.0	60.6
White	70	76.4	93.4	93.5	85.5	82.1	86.0	75.3	65.4	43.4	65.0
	74	78.0	87.7	91.3	83.8	82.1	82.2	77.8	71.8	57.5	72.2
Men	70	47.7	79.6	56.9	60.3	42.9	16.6	71.8	52.4	38.9	25.7
	74	51.7	72.8	56.8	55.6	39.8	17.4	75.3	60.9	49.1	28.4
Women	70	28.6	13.7	36.6	25.2	39,3	69.4	3.5	13.0	4.5	39.4
	74	26.4	14.9	34.5	28.2	42.3	64.8	2.5	10.9	8.4	43.8
Hispanic	70	19.7	6.1	4.7	11.5	15.9	11.1	22.6	30.0	49.0	23.1
	74	18.0	10.4	6.1	12.6	15.0	13.1	20.1	23.9	36.1	18.6
Men	70	13.8	5.4	3.0	7.7	7.6	2.3	22.0	25.5	38.7	8.5
	74	12.7	8.6	3.9	7.7	6.5	3.0	19.7	19.1	31.3	7.5
Women	70	5.9	.7	1.8	3.8	8.3	8.8	.6	4.5	10.2	14.6
	74	5.3	1.8	2.2	4.9	8.5	10.1	.4	4.8	4.8	11.1

Although nearly a quarter of the men in the Tucson area worked in well-paid craft jobs, only 1.5 percent of the women were craft workers. Women were limited to stereotyped clerical and service jobs. Nearly half of the women compared with less than one-tenth of the men were so employed. Hispanics were also occupationally disadvantaged compared with whites. While approximately one of every four whites was a manager or professional, only about one of every ten Hispanics was employed in these prime white-collar occupations. Two-fifths of the Hispanic employees were either operatives or laborers, both relatively low-paying occupations.

Table 4. Occupational Distribution of Surveyed Employees in the Private Sector, by Sex and Ethnic Group, Tucson SMSA, 1974

	All Employees			White	Hispanic
Occupation	Total	Men	Women		
Total number	47,661	31,772	15,889	37,179	8,571
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/managers	9.4	11.7	4.8	10.6	5.4
Professionals	7.5	6.9	8.5	8.7	2.5
Technicians	4.7	4.6	4.9	5.1	3.3
Sales workers	11.7	8.3	18.3	12.3	9.7
Office/clerical workers	14.0	4.5	33.0	14.8	10.2
Craft workers	16.6	24.1	1.5	16.5	18.5
Operatives	20.5	25.6	10.2	18.8	27.2
Laborers	7.0	9.0	2.9	5.2	14.1
Service workers	8.7	5.1	15.8	8.0	9.0

Mining was an important part of EEO-1 reported employment. Women, however, were grossly underrepresented in this highly paid industry with only 4.2 percent of the employment. On the other hand, those industries in which women comprised more than half of total employment (health services, banking, and general merchandise stores) were among the lowest-paying industries in the area.

Although Hispanics had high participation rates in metal mining and nonelectrical machinery, two industries with high pay rates, they were concentrated in relatively low-paying operative and laborer jobs. The mining industry also contained 62 percent of the EEO-1 reported American Indian employees; but they too were concentrated in operative and laborer jobs.

Table 5. Participation Rates of Surveyed Employees in the Eight Largest Industries in the Private Sector, by Sex and Ethnic Group, Tucson SMSA, 1974

Industry	Total Employment	Participation Rates Women	Participation Rates Hispanic
Total, all industries	47,700	33.3	18.0
Metal mining	10,900	4.2	19.6
Health services	5,400	77.9	14.5
Electric & electronic equipment	4,500	39.5	16.6
General merchandise stores	4,300	65.5	15.1
Food stores	3,000	40.1	15.4
Communication	2,300	45.1	12.9
Banking	1,400	68.3	14.7
Machinery, except electrical	1,100	22.2	29.9

Employment of Women and Minorities in State and Local Government

According to 1974 EEO-4 reports, there were 8,200 full-time State and local government workers in the Tucson SMSA. This was approximately 90 percent of all full-time government employment (excluding education) in the area. An additional 1,300 government employees worked on a part-time or temporary basis. Although women were 38.5 percent of the civilian labor force, they were only one-third of all full-time government employees. However, 41.4 percent of the other than full-time jobs were held by women. Hispanics accounted for nearly 24 percent of full-time government employment, exceeding their 21 percent share of the area's labor force. Their share of other than full-time jobs just about equalled their participation in the labor force.

Full-time female employees were grossly underrepresented in police protection and streets and highways, both among the higher-salaried functions of government, and were over-represented in the relatively low-paying financial administration and natural resources functions. Although nearly one of every four full-time government employees was Hispanic, less than one of every ten employees in the high-paid police protection function came from this minority group. There were large concentrations of Hispanics in streets and highways and natural resources; but Hispanic median salaries in these two functions were lower than those for whites.

Table 6. Participation Rates and Median Salaries of Full-Time Employees in State and Local Government, by Selected Government Function, Sex and Ethnic Group
Tucson SMSA, 1974

	All Employees		Participation Rates	
Function	Median Annual Salaries	Number	Women	Hispanic
Total	$ 9,374	8,170	33.0	23.9
Police protection	10,545	1,307	14.5	9.6
Financial administration	8,213	1,212	54.2	16.0
Streets and highways	9,592	951	5.3	38.8
Natural resources	8,493	655	35.0	37.4
Other 1/	N/A	4,045	25.2	38.8

1/ Other includes community development, corrections, employment security, fire protection, health, hospitals and sanatoriums, housing, public welfare, sanitation and sewage, utilities and transportation, and other miscellaneous functions.

Although women were approximately a third of all full-time employees, there were no female skilled craft workers and only 3.3 percent of the protective service workers were women. On the other hand, about 6 of every 10 para-professionals and 9 of every 10 office/clerical workers were women. These two occupational categories had the lowest median salaries in the Tucson area.

Table 7. Participation Rates of Full-Time Employees in State and Local Government, by Occupation, Sex and Ethnic Group, Tucson SMSA, 1974

	Both Sexes				Women		
	Total						
Occupation	Number	Percent	White	Hispanic	Total	White	Hispanic
Total	8,170	100.0	68.7	23.9	33.0	24.0	6.1
Officials/administrators	501	100.0	84.8	10.2	18.0	13.4	3.0
Professionals	1,254	100.0	83.7	11.6	38.0	31.1	4.2
Technicians	911	100.0	77.5	17.1	22.6	17.1	3.3
Protective service	1,327	100.0	84.3	10.9	3.3	2.7	.2
Para-professionals	660	100.0	66.8	19.4	60.6	38.3	12.0
Office/clerical	1,516	100.0	72.3	21.2	90.1	65.4	19.4
Skilled craft	615	100.0	49.3	45.2	-	-	-
Service/maintenance	1,386	100.0	34.1	52.7	7.9	4.8	2.0

Hispanics were also generally underutilized in all of the white-collar and protective service occupations in Tucson area government. Although Hispanics attained parity in high-paying skilled craft jobs, this was counter-balanced by the fact that more than half of the service/maintenance workers were Hispanic.

Only 3 of every 10 female full-time government employees worked in one of the five top-paying occupations compared with 7 of every 10 men (table 8). In contrast, nearly two-thirds of the women workers were either para-professionals or office/clerical workers while only 7.4 percent of the men were employed in these two lowest paid occupational categories.

With the exception of skilled craft occupations, Hispanics were poorly distributed among the choice occupations in comparison with whites. While nearly 3 of every 5 whites worked as officials/administrators, professionals, technicians or protective service workers, only one of every four Hispanics was so employed. On the other hand, 37.4 percent of the Hispanics were service/maintenance workers contrasted with 8.4 percent of the white government employees.

Table 8. Occupational Distribution of Full-Time Employees in State and Local Government, by Sex and Ethnic Group, Tucson SMSA, 1974

	All Employees			White	Hispanic
Occupation	Total	Men	Women		
Total number	8,170	5,477	2,693	5,612	1,954
Percent of total	100.0	100.0	100.0	100.0	100.0
Officials/administrators	6.1	7.5	3.3	7.6	2.6
Professionals	15.3	14.2	17.7	18.7	7.4
Technicians	11.2	12.9	7.6	12.6	8.0
Protective service	16.2	23.4	1.6	19.9	7.4
Para-professionals	8.1	4.7	14.9	7.9	6.6
Office/clerical	18.6	2.7	50.7	19.5	16.4
Skilled craft	7.5	11.2	-	5.4	14.2
Service/maintenance	17.0	23.3	4.1	8.4	37.4

State and local governments in the Tucson area hired 1,762 employees between July 1, 1973 and June 30, 1974. The hiring rate was about 22 percent of the June 1974 level of employment. Some 41 percent of the new hires were women, well above their proportion of full-time government employment and higher than their representation in the labor force. Over half of the female new-hires, however, were for office and clerical positions. No female skilled craft workers were hired and only 10 of the 59 newly-hired officials and administrators were women.

Hispanics were about 18 percent of new hires, well below their representation in both full-time government employment and in the labor force. New-hire data indicated that the Hispanic occupational distribution may be worse in the future; 25.4 percent of the white new-hires were in the choice official/administrator, professional, and technician occupations contrasted with 11.5 percent of the Hispanic new hires. Hispanics were less than ten percent of the newly-hired skilled craft workers, the only high-paying occupation in which they have traditionally done well.

Women government employees in the Tucson SMSA were paid less in every occupational category than men. The median salary for full-time female employees in 1974 was $7,300 or 69.5 percent that of men. This was even lower than nationally where women earned 73 percent as much as men. The largest discrepancies between male and female salaries occurred in four categories: officials/administrators ($3,900 less for women than men), technicians ($3,000 less), protective service ($2,900 less) and service/maintenance ($2,800 less).

Table 9. Median Annual Salaries of Full-Time Employees in State and Local Government by Occupation, Sex and Ethnic Group, Tucson SMSA, 1974

	Both Sexes			Men			Women		
Occupation	Total	White	Hispanic	Total	White	Hispanic	Total	White	Hispanic
Total	$ 9,374	$ 9,706	$ 8,902	$10,453	$10,854	$ 9,716	$ 7,266	$ 7,436	$ 6,775
Officials/administrators	13,099	13,190	11,929	13,657	13,568	14,333	9,714	10,450	8,143
Professionals	11,972	12,081	11,479	12,883	13,026	12,214	10,867	10,930	10,375
Technicians	10,241	10,425	9,721	10,940	11,100	10,353	7,915	8,036	7,294
Protective service	10,802	10,809	10,924	10,846	10,848	10,970	7,909	8,000	7,500
Para-professionals	6,234	6,265	6,387	6,716	6,596	7,154	5,931	6,013	5,925
Office/clerical	6,744	6,819	6,614	7,185	7,303	7,188	6,709	6,787	6,549
Skilled craft	10,799	10,750	10,860	10,799	10,750	10,860	N/A	N/A	N/A
Service/maintenance	8,070	7,716	8,403	8,305	8,000	8,524	5,485	5,514	5,238

The Hispanic median salary in Tucson was $8,900, 92 percent that of whites. Nationally, Hispanics earned only 85 percent as much as whites. The Hispanic medians were higher than the white medians in four occupational categories--protective service, para-professionals, skilled craft and service/maintenance. Despite this, there was still a gap of $1,300 in official/administrator median salaries between whites and Hispanics, and Hispanics earned less than whites in two other well-paid occupations, professionals and technicians.

APPENDIX A. DEFINITIONS OF TERMS

1. Standard Metropolitan Statistical Area (SMSA) - an integrated economic and social unit with a recognized large population nucleus. Each SMSA must include at least: (a) one city with 50,000 or more inhabitants, or (b) two cities having contiguous boundaries and constituting, for general economic and social purposes, a single community with a combined population of at least 50,000, the smaller of which must have a population of at least 15,000.

2. Civilian Labor Force - all persons 16 years of age and over who are either employed or unemployed (available for and actively seeking work). Excludes persons in the armed forces.

3. Participation Rate - the percent of jobs held (in an area, industry, occupation, etc.) by any sex/race/ethnic group. For example, 3.8 percent of the craft workers are Hispanic men.

4. Occupational Distribution - the percent of any sex/race/ethnic group employed in specified occupational categories. For example, 25.8 percent of the black female employees are office and clerical workers.

5. Median Annual Salary - the amount which divides the distribution of salaries of a specified group of employees into two equal groups, one having salaries above the median, and the other having salaries below the median.

6. New Hires - all persons hired for permanent full-time positions between July 1 and June 30, who either have never before been employed in the jurisdiction or who were hired again after a break in service.

7. Industry - a distinct group of establishments which are grouped together on the basis of the dominant activity in which they are engaged. For a description of the kind of activities included in each industry group, see the Standard Industrial Classification (SIC) Manual (1972) published by the Office of Management and Budget.

   NOTE: In six SMSA profiles--Birmingham, Detroit, Fresno, Mobile, Norfolk-Virginia Beach-Portsmouth, and Tucson--data for one or more of the 10 largest industries had to be deleted to preserve confidentiality of an individual employer's information.

8. Function - type of activity carried out by a State or local government jurisdiction.

   NOTE: A total of 13 separate functions are discussed in this report, but in most of the SMSA profiles it was necessary to combine functions in order to preserve confidentiality. Data for functions with fewer than three employers or with a relatively small number of employees were combined, where appropriate, with like functions or if non-related were placed in the "other" category.

The 13 functions discussed in this report are defined below:

a. Financial Administration. Tax assessing, tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office. General Control. Duties performed by boards of supervisors or commissioners, central administrative offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)

b. Streets and Highways. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.

c. Public Welfare. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals and sanatoriums are reported as item g.)

d. Police Protection. Duties of a police department, sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police protection.

e. Fire Protection. Duties of the uniformed fire force, including support and clerical employees. (Forest fire protection activities are under natural resources.)

f. Natural Resources. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc. Parks and Recreation. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.

g. Hospitals and Sanatoriums. Operation and maintenance of institutions for inpatient medical care.

h. Health. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, etc.

i. Housing. Code enforcement, public housing, fair housing ordinance enforcement, housing for the elderly, housing rehabilitation, rent control.

j. Community Development. Planning, zoning, land development, open space, beautification, preservation.

k. Corrections. Jails, reformatories, detention homes, half-way houses, prisons, parole and probation activities.

l. Utilities and Transportation. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.

m. Sanitation and Sewage. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.

APPENDIX B. DESCRIPTION OF THE SURVEYS

Employer Information Report (EEO-1)

Survey Coverage. The EEO-1 provides employment statistics for each of nine major occupational categories, by sex and by each of four minority groups (black, Hispanic, Asian American, and American Indian). The first EEO-1 survey was conducted in 1966.

Private employers subject to Title VII and having 100 or more employees are required to file an "Employer Information Report" (EEO-1) showing employment for any payroll period in February, March, or April of the survey year. Some employers are permitted to report year-end figures for the year preceding the survey. In addition, multi-establishment employers are required to file reports for each establishment with 25 or more employees, a headquarters report, and a consolidated report covering employees in all establishments.

Changes in Reporting Requirements. Because private institutions of higher education were required to file EEO-1 forms in 1970, but not in 1974, EEO-1 data in this study were adjusted to exclude all institutions of higher education. Both public and private institutions of higher education are now covered by the EEO-6 (higher education staff) survey. However, because of other, less significant, changes in reporting requirements, data may not be precisely comparable.

Limitations of the EEO-1 Survey. The Employer Information Report (EEO-1) program is not a sample survey. Consequently, area EEO-1 statistics and the analyses based on them relate only to employment in those establishments which reported to the EEOC.

Employers do not report data for employees who are hired only for the duration of a specified job, or work at remote sites, or are obtained through a hiring hall or other referral arrangements, or are on the payroll of a temporary service agency.

The size-of-employment cutoff, governing the filing of EEO-1 reports, has a disparate effect on industry coverage. The exclusion of small establishments results in particularly low coverage in agriculture, contract construction, trade, and services, in contrast to manufacturing and transportation, communication, and public utilities. Agriculture and construction coverage is further diminished by the exclusion from reporting requirements of workers employed only for a specified period of time or for the duration of individual projects.

State and Local Government Information Report (EEO-4)

Survey Coverage. The EEO-4 reports provide data on employees by sex and by six race/ethnic groups (white, black, Hispanic, Asian American, American Indian, and other), for eight major occupational categories. Salary data are reported for full-time employees in eight intervals for each occupational group.

State and local governments were required to begin filing EEO-4 reports in 1973. Since then, all State and local government employers with 100 or more non-elected, non-education full-time employees, plus a rotated sample of jurisdictions with 15 to 99 such employees, have been required to submit reports annually. Those jurisdictions with 15-99 employees file as follows: 50-99 employees, every other year; 25-49 employees, every fourth year; 15-24 employees, every sixth year.

The EEO-4 report covers only those employees who are on board in the pay period including June 30, thus excluding from the other than full-time figures some summer employees who begin work later than that pay period.

Sampling Error. Because the EEO-4 is a sample survey, the estimates of State and local government employment are subject to sampling error. Nationwide sampling error calculations indicate that the chances are 95 out of 100 that the estimate of employment is within one-tenth of one percent of the figure which would have been obtained from a complete enumeration. However, subtotals (as in this report) may be subject to relatively larger variations. The variations may not be uniform among the 23 SMSA's.

In addition, the sampling variability of median annual salaries depends upon the relevant salary distributions, as well as the size of the bases. The smaller the base the larger the variability of a median. For example, the national median for the 590,226 blacks in the 1974 EEO-4 survey was $7,938. The 95 percent confidence interval for that median is $7,897 to $7,985, meaning that chances are 95 out of 100 that the median as calculated from a complete enumeration would fall into that $88 range. For the 7,000 American Indian men in the 1974 survey, the median was $9,474 with a 95 percent confidence interval ranging from $8,952 to $10,126, a range of $1,174.

Occupational Classifications

There are often many titles for the same or similar jobs in both the private and public sectors. The assignment of detailed job classifications to broad occupational categories may vary among individual respondents with some resultant lack of strict comparability.

Exclusions

Certain private and public employers are exempt from Title VII and thus from the Commission's reporting program. These include elected public officials and their appointees and advisors, unless subject to the civil service laws of the jurisdictions which employ them; Indian tribes; and bona fide private membership clubs (except labor organizations).

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